

GUJARAT PAY COMMISSION

1968

Constituted by

Shri Justice Akbar S. Sarela

Judge, Gujarat High Court.

Secretary

Shri V. Krishnamurthy, I. A. S.

(VOLUME I & II)

CONTENTS

CHAPTER	Volume—I	PAGES
	PART—A	
I	Introductory	1—8
II	Scope of Inquiry	9—12
III	Historical Perspective	13—20
IV	Principles of Salary Determination	21—32
V	Pay Structure	33—44
VI	Minimum Remuneration	45—62
VII	Dearness Allowance	63—72
VIII	Financial Resources	73—86
	PART—B	
IX	Special Pay	87—100
X	Allowances	101—120
XI	Initial Pay Fixation in the Revised Pay Scales Recommended by the Commission	121—132
	PART—C	
XII	Pay Scales of Teachers	133—150
	Summary of Recommendations	151—154

PART A

CHAPTER I

INTRODUCTORY

Constitution of Commission.

1.1. The Government of Gujarat, under their Resolution No. PDS 1665/12-CH dated the 12th May 1966, constituted a Single Member Pay Commission consisting of Mr. Justice Akbar S. Sarela, to examine the existing structure of scales of pay and recommend a suitable and rationalised pay structure for the future and the rates of dearness allowance which should be given at various levels of pay in the revised pay scales which the Commission may recommend. The terms of reference also envisaged an examination of special pays and of rates of compensatory local allowance, travelling allowance, house rent allowance and bad climate allowance. The Commission was in addition required to consider the impact of its recommendations on the pay of teachers in aided schools and recommend a complementary structure of pay scales and allowances other than dearness allowance for such employees. A copy of the Government Resolution setting out the circumstances leading to the appointment of the Commission and defining its terms of reference can be found at Appendix 'A'.

Appointment of staff

1.2. By Government Resolution dated 12th July 1966 the following staff was sanctioned :—

Designation	No. of posts
Secretary	1
Assistant Secretary	1
Superintendent	2
Stenographer Grade I	2
Typist	2
Clerk	2
Chobdar	1
Peon	2

The Assistant Secretary and Secretary were respectively appointed in September and October 1966 and the remaining staff thereafter. The whole of the sanctioned staff was in position by the end of December 1966. As the work of the Commission increased in volume more staff was required and the staff was augmented later by (i) one Under Secretary, (ii) two Superintendents, (iii) four Assistants, (iv) one Research Assistant, (v) two Typists and (vi) three peons.

Office Accommodation

1.3. The accommodation for the Commission's office was allotted by Government Circular in General Administration Department dated 24th August 1966 in the Karaka Building at Navrangpura. A portion of the allotted accommodation could be availed of by the end of October 1966. As the accommodation was found insufficient and inconvenient it was decided to erect a temporary structure in the building where the Gujarat High Court is housed as Shri Justice Sarela was also doing judicial work side by side whenever feasible. Before this could materialize the accommodation in the Karaka Building which was requisitioned accommodation was required to be de-requisitioned and as the construction in the High Court building would have taken time that proposal was dropped and it was decided to avail of the accommodation available in the requisitioned bungalow styled 'AMARDEEP' in the Gandhi Baug Colony near Law College. This was made available on 31st May 1967 and the office of the Commission moved to that building in June 1967.

Inquiry

1.4. The Commission moved the Government on 5th July 1966 for issue of necessary orders permitting Government servants and their Associations to express their views to the Commission,

if they desired, on matters under enquiry by the Commission. The Commission also desired that the officers of the Secretariat, Heads of Departments and Government servants serving in Sachivalaya and other offices in and outside Ahmedabad be permitted to appear before the Commission for evidence when called upon to do so and to furnish the Commission such information or data in regard to matters falling in their sphere and relating to the enquiry of the Commission. The Government issued orders to this effect on 4th August 1966 under their Resolution No. PGR/1666-Confdl-13-CH. The orders issued by Government are set out in Appendix 'B'.

1.5. On 14th October 1966 the Commission issued a Notification No. Pay 1066/1 calling upon the employees of Government, Departments of Government, officials, non-officials and others interested in the structure, organisation and norms of public services, to send their views and suggestions to the Commission in writing on all, or any, of the points included in the purview of its inquiry. The Notification was published in the Government Gazette dated 20-10-1966 (Appendix 'C'). A list of it also appeared in several leading newspapers and the Government publicity media. A time limit of 30 days was set for the receipt of views and suggestions, in response to the Notification. However, in view of several representations made by Government employees and their Associations, seeking extension of time limit, an extension upto 15th December 1966 was announced under Notice No. Pay 1066/D-5 dated the 18th November 1966, published in Part IV-C of the Government of Gujarat Gazette dated the 25th November 1966 and also publicised through advertisements in leading newspapers, both in English and Gujarati.

1.6. Simultaneously with the issue of the Notification of 14th October 1966, the Commission requested all Departments of Government under its letter No. Pay 1166/52 of even date to furnish data as on 31-3-1963 and 1-4-1966 relating to posts, scales of pay, special pays, allowances, recruitment qualifications, modes of recruitment, promotion avenues and nature of duties and responsibilities of various cadres and posts under their administrative control. A copy of the letter issued by the Commission in this behalf and the proforma in which the information was called for can be found at Appedix 'D'. The Departments were expected to furnish information by the end of November 1966, but in some cases information was received much later than the due date and the Commission's office continued to receive data from some Heads of Departments even at late as July-August 1967. The Commission also requested the Departments of Government to keep it informed of changes in staffing pattern, modes of and qualifications for recruitment and sanction of new posts after 1-4-1966. In order to consolidate the data relating to these factors and to bring the departmental pay and cadre schedules uptodate the Commission forwarded a set of these schedules to various Departments in the latter part of September 1967 with a request that the Departments should verify the same and bring the proforma information supplied earlier, uptodate as on 1-10-1967 and duly authenticated. The Departments were also required to indicate the posts for which dearness allowance merged scales had not been prescribed till 1-10-1967 under Revision of Pay Rules 1964. Cases where dearness allowance merged scales were not prescribed for the reason that the existing incumbents continued to draw personal scales (e.g. Bombay City Scales) were however not to be included for the purpose.

1.7. Shortly after the receipt of some memoranda and representations from Government employees, their Associations and others in response to its public notice dated 14th October 1966 the Commission undertook the preparation of a detailed questionnaire covering the focal points of its enquiry and eliciting views on several fundamental issues bearing on the terms of reference. The Commission also included in the questionnaire a few points of general validity raised in the memoranda received earlier. The questionnaire was sent out under a covering letter No. Pay 1166/283 dated the 8th December 1966 in English and in Gujarati to all Secretaries to Government, Departments of Government, Members of Parliament from Gujarat and the Members of the Gujarat Legislative Assembly and several eminent individuals in and outside the State. The questionnaire was also published in the Gujarat Government Gazette (Part IV-C) dated the 15th December 1966. Copies of the questionnaire were also made available to individual Government employees, staff Associations and others who requested for the same. The time limit for receipt of replies to the questionnaire was fixed for 31st January 1967 but had to be extended by a month till the end of February 1967 in response to several requests in that behalf. A copy of the questionnaire is appended at Appendix 'E'.

1.8. In order to collect detailed information on the hierarchical structure and organisation of Government Departments and the positioning of staff at various levels and to obtain the proposals of Government Departments on revision and rationalisation of pay scales and related matters, the Commission issued a supplementary questionnaire No. Pay 1166/325 dated the 2nd January 1967 to all the Departments of the Secretariat and the Heads of Departments. A copy of the letter and the supplementary questionnaire is at Appendix 'F'. The Commission hoped that the information received in reply to the supplementary questionnaire would throw light on several important issues, like prospects of promotion, inter-departmental and intra-departmental relationships and anomalies in the existing pay structure which would have to be eliminated. With this objective, the Commission envisaged that it would be useful to have comments of the Departments of the Secretariat on the proposals made to the Commission by the Heads of Departments. The Government in the Finance Department however issued instructions under their Circular No. PGR 1667/D-87-CH dated the 23rd May 1967 to the effect that the departmental replies may be submitted to the Commission direct and that Departments of the Secretariat may not offer any comments thereon. The Commission brought this to the notice of the Finance Department whereupon the Additional Chief Secretary in charge of the Finance Department addressed a letter to the Secretaries to Government in the various Departments clarifying the position regarding the Secretariat Departments offering comments on the proposals of the Heads of Departments. The information required by the supplementary questionnaire was to be furnished by the 15th February 1967 but the required information from some of the Departments was still to be received when the Commission commenced its sittings for recording oral evidence.

1.9. The response to the efforts made by the Commission to elicit relevant material was generally good as can be seen from the following data :—

Number of memoranda received :

from Associations of staff	—	119
from individuals	—	5126

Number of replies to the Commission's questionnaire received	—	250
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1.10. After a comprehensive analysis of factual information furnished by the Departments and the replies to the supplementary questionnaire received from them, as also the views and suggestions made by Government employees, their Associations and others either in reply to the Commission's questionnaire or otherwise, the Commission embarked on a programme of recording oral evidence. During the initial stages of this programme which commenced on the 8th May 1967, the Commission undertook discussions with the Heads of Departments on the points raised in their replies to the questionnaire and the supplementary questionnaire, proposals made by them for pay revision and rationalisation and matters of general import on which the Commission desired to have the benefit of their experience. The discussions had particular reference to the adequacy of the present scales of pay for all the important categories of posts in their Departments. Other issues like the prospects of promotion, recruitment difficulties and flight of personnel were also covered during these discussions. A check list of points for discussion with the Heads of Departments will be found at Appendix 'G'.

1.11. Besides the discussions with Heads of Departments, the Commission also invited the representatives of several staff Associations to appear before it for discussions. In view of the large number of staff Associations who had replied to the Commission's questionnaire or had submitted memoranda or representations, the Commission was constrained to restrict the discussions to the Associations of staff which had been recognised by the Government as on 15-9-1967. The discussions with the staff Associations were comprehensive, covering all the principal points urged by them in their memoranda and other matters relevant to the Commission's inquiry.

1.12. At the Commission's request, several prominent individuals met the Commission for discussion. Among them were former Ministers of the State Government, Economists, Educationists, Industrialists and retired Government officials. The scope of discussion with them was wide and covered many important issues underlying the determination of a rational pay structure.

1.13. Most of the sittings for recording oral evidence were held at Ahmedabad, but in order to facilitate the recording of evidence the Commission held four sittings outside Ahmedabad also.

The first of these was held at Rajkot, second at Baroda and the third at Surat on (i) 5-7-1967 to 7-7-1967, (ii) 17-7-1967 to 20-7-1967 and (iii) 25-9-1967 to 27-9-1967, respectively. The fourth sitting was held at Bombay from 23rd October 1967 to 30th October 1967 at which the Commission had the benefit of discussions among others with some of the leading Economists of the country and the former Chief Minister of the State of Gujarat Dr. Jivraj N. Mehta. A consolidated list of points discussed with the non-official witnesses is appended (Appendix 'H'). The discussions with individual witnesses were focussed on the field of specialisation of the witness and points of specific interest to him.

1.14. On completion of the programme of discussions with the Heads of Departments and the representatives of staff Associations the Commission met the Secretaries to Government in the various Departments and discussed with them issues arising out of the meetings with the Heads of Departments earlier. The Commission also held discussions with the Chief Secretary later. A list of the Secretaries to Government, Heads of Departments, other officials and non-officials and Associations with whom the Commission held discussions can be found at Appendices 'I, J, K'. The discussions were over by the 5th December 1967.

Report

1.15. The Commission is not unaware of the complexities involved in the task entrusted to it. In spite of the best endeavours of the Commission to achieve fair equation on the basis of qualifications and other considerations and fair internal relativity some angularities may be left in the scheme evolved by the Commission. These would be inherent in a task of this nature. The Commission would like to refer in this context to the difficulties it has had to encounter on account of lack of statistics and other factual information in a readily available form. The Commission had to spend the largest part of its working schedule to the collection of factual data from various Departments on scales of salary, classes, grades and numbers of staff employed, schemes of recruitment etc. in relation to the public service. The Commission has had to rely on these data exclusively to formulate the conclusions and recommendations in regard to the revision and rationalisation of scales of pay. It would therefore have been proper for the various Departments to bring to bear on the compilation of information called for by the Commission, a comprehensiveness and authenticity which would have facilitated the Commission's enquiry. Unfortunately, however, serious omissions, inconsistencies, inaccuracies and inadequacies came to be noticed even in respect of data duly certified and authenticated by the Departments. Many of these would have escaped unnoticed but for the vigilance on the part of the Commission's officials. The process of checking and rechecking has caused avoidable delay in the finalisation of the Commission's proposals. In the final analysis the Commission could not be expected to verify all the information and its proposals based as they are on the materials placed before it must therefore be read **in that light**. The Commission would however strongly urge the setting up of a fully equipped statistical/administrative cell which could be entrusted with the responsibility for compiling and bringing up-to-date all data relevant to the context of salary determination or pay revision, so as to serve as a source of reference for all time.

1.16. The Commission wishes to place on record its sincere appreciation of the assistance and co-operation extended to it by a large number of individuals and Associations of staff both within the public service and outside. The Commission is particularly grateful to the eminent economists, administrators, industrialists and other non-officials who were good enough to appear before the Commission and discussions with whom have been of great benefit in formulating the Commission's approach to the complex task entrusted to it. The Commission is also thankful to the Government of Maharashtra for making available facilities to hold a sitting of the Commission at Bombay as also to the Departments and officers of the Government of Gujarat for their co-operation and assistance in its work. The Commission also wishes to acknowledge with thanks the assistance rendered by the authorities of the Government Central Press, Ahmedabad and the Directorate of Languages on different occasions during the Commission's working. Finally the Commission wishes to acknowledge the able assistance rendered by the members of its staff each one of whom worked with commendable zeal and spared no pains to give of his best and had very often to work overtime. The services rendered by the Secretary to the Commission Shri V. Krishnamurthy have been invaluable. In organising the office and in the main task of the Commission namely the inquiry and the report he brought to bear industry and intelligence of a

high order. His contribution in the carrying out of the Commission's task has been substantial. The Under Secretary to the Commission, Shri R. D. Pandya and the Assistant Secretary Shri M. K. Joshipura gave to the Commission the benefit of their intimate knowledge of the State services and rendered considerable assistance in the processing of facts and data relevant to the Commission's enquiry and during various stages of the drafting of the report. The Commission is thankful to them and to the other members of the staff and wishes to record its satisfaction and appreciation of their work.

Scheme of the Report

1.17. The Commission now makes its recommendations on the basis of the material placed before it. The report is divided into two volumes of three parts each. Part A of the volume I contains 8 Chapters dealing with various general issues having a direct bearing on the subject matters under enquiry of the Commission, such as, principles for determining salary scales, structure of pay scales, dearness allowance and minimum remuneration. Part B is divided into three Chapters dealing with special pays, allowances and method of fixation of pay in revised pay scales. Part C relates to salaries of teachers in aided schools. This part also contains a summary of the Commission's recommendations. Part D in Volume II deals with a discussion on pay scales of Heads of Departments, certain common categories of staff and of the Secretariat cadres. Part E encompasses detailed discussion of departmental pay scales in eleven Chapters. The last part F carries a series of appendices to the report.

V. KRISHNAMURTHY
Secretary.

AKBAR S. SARELA
Pay Commission.

Ahmedabad,
11th April 1968.

CHAPTER II

SCOPE OF INQUIRY

Terms of Reference

2.1. The terms of reference of the Commission specified in the Government Resolution No. PDS-1665-12-CH dated the 12th May 1966, required the Commission to (a) examine the pay structure of various cadres and posts and suggest a revision with a view to ensure reasonable remuneration; (b) reduce the large number, over 700, of existing pay scales by rationalising the pay structure; (c) recommend the most appropriate method to be adopted for fixation of pay of existing employees in the new scales; (d) examine critically special pays attached to various posts and suggest principles to govern the grant of special pays in future; (e) examine rates of Travelling Allowance, Daily Allowance, House Rent Allowance, Local Allowance and Bad Climate Allowance and recommend appropriate rates for the same; (f) consider the impact of its recommendations on the scales of pay of teachers in aided schools and recommend a complementary structure of pay scales and allowances other than Dearness Allowance for such employees and (g) suggest a suitable staffing pattern and method of work in Government offices, so as to achieve a substantial reduction in administrative expenditure. In making its recommendations the Commission was to have due regard to ---

- (i) the financial resources of the State Government and the financial commitments already made;
- (ii) the pay scales applicable to posts of equal responsibility and work in various services in the Government of India and other States.

2.2. The scope of the Commission's inquiry was widened under Government Resolution No. PDS/1665/15/Confl. CH. dated 8th July 1966 to include the question of revision of rates of Dearness Allowance on the revised scales of pay and laying down principles for review or revision of rates of Dearness Allowance from time to time, in future.

2.3. The Commission felt that the term of reference relating to the examination of staffing pattern and method of working in Government offices was very wide and would cover in its ambit a wide range of issues like the determination, review and revision of (a) norms of work disposal; (b) assessment of total work-load and its distribution between different levels of staff and as between line and staff agencies; (c) effective and efficient control of expenditure; (d) delegation of powers and (e) a detailed study of present methods of working and procedure laid down under rules from time to time. The Commission, therefore, sought from the Government clarification defining the scope of its enquiry in regard to this term of reference. The Government after examining the issue decided to withdraw this term of reference from the Commission's inquiry under its Resolution No. PDS-1667-2191-CH dated the 11th July 1967.

Employees covered

2.4. The enquiry by the Commission in so far as it relates to Government servants extends, under the term of reference, to all gazetted and non-gazetted, permanent as well as temporary services other than All India Services, and work charged, daily rated and casual employees. The Commission has taken the term "Government servants" to cover all employees whose emoluments and other conditions of service can be regulated by rules framed by the State Government and who are full time Government servants within the meaning of Rule 17 of the Bombay Civil Services Rules. The Commission has excluded from the purview of its enquiry the employees of the Gujarat High Court and the Gujarat Legislature Secretariat in view of the special provisions relating to the fixation of their emoluments and conditions of service embodied in the Constitution of India. The exclusion of part-time Government employees has been based mainly on the fact that such employees are not covered under Rule 17 of the Bombay Civil Services Rules, and that the emoluments of such employees are determined with reference to the duration of service under Government and earnings from other sources. Part-time employees had not also been covered under the scheme of revision of pay scales prescribing dearness allowance-merged scales, vide H-48-(I)-3

Clause a of Rule 2(ii) of Gujarat Civil Services (Revision of Pay) Rules, 1961, and such employees were also outside the purview of orders revising the rates of dearness allowance from time to time.

2.5. The employees of the Panchayats constituted under the Gujarat Panchayats Act, 1962, were outside the sphere of the Commission's enquiry, but as the office of the Commission was receiving representations and inquiries from several employees of the Panchayat Organisation, particularly those transferred to the Panchayat service, the Commission sought clarification of the Government in the matter. The Government under their letter No. Pay 1966/3930/CH dated the 28th December 1966, informed the Commission that it was not necessary for the Commission to inquire into the rights of individuals transferred to Panchayats but Government servants on deputation would be covered by the Commission's terms of reference.

2.6. The number of Government employees covered by the terms of reference as on 31-3-1966 is approximately 1,05,592. According to the pay range as existing on that date they fall into the following categories :—

Sr. No.	Total emolument ranges	Total employees as on 31-3-1966
1.	Below Rs. 26	131
2.	Rs. 26—50	2695
3.	Rs. 51—100	28879
4.	Rs. 101—150	39081
5.	Rs. 151—200	16152
6.	Rs. 201—250	7610
7.	Rs. 251—300	3633
8.	Rs. 301—350	2360
9.	Rs. 351—400	1248
10.	Rs. 401—500	1837
11.	Rs. 501—750	1233
12.	Rs. 751—1000	323
13.	Rs. 1001—1100	201
14.	Rs. 1101—1500	107
15.	Rs. 1501—2000	63
16.	Rs. 2001—3000	27
17.	Rs. 3001 or above	13
Total		105593

Note.—Excludes data in respect of the Directorate of Education.

Source.—Bureau of Economics and Statistics.

The number of teachers affected by the Commission's recommendations would approximately be —

1. Primary teachers	—	77877
2. Secondary teachers	—	22188

Changes made pending Commission's Enquiry

2.7. While the enquiry by the Commission into the matters falling within its purview was in progress, certain changes of far reaching consequence, and having wide repercussions on the issues before it, were given effect to by the Government. Between May 1966 and April 1967 the rates of Dearness Allowance admissible to the employees of the Government were changed on three successive occasions on 1st October, 1966, 1st January, 1967, and 1st March, 1967 respectively. The

Commission had occasion to bring to the notice of the Government that it had not been taken into confidence before the changes were brought about in respect of the matters which vitally affected the subject matter of its enquiry. Further revision was effected to implement the recommendations of the Dearness Allowance Commission with effect from 1st February 1967 and 1st June 1967.

2.8. The Commission also came across a few instances of changes in the scales of pay of certain categories of posts in several Departments without reference to it. The Commission registered its protest to Government against such ad-hoc changes in the scales of pay while its enquiry into the general question of revision of pay scales was still in progress. The Government by their letter of 24th November 1967 then assured the Commission that no further proposals for revision would be entertained till the time the report of the Commission was considered. However, subsequent to this, Government issued orders revising the pay scales of teachers in colleges.

Matters not covered by the terms of reference

2.9. Certain categories of employees in the Medical, Public Health and Ayurved Departments are on the existing scales granted non-practice allowance. The grant of such an allowance and its amount would apparently have a bearing on determination of pay scales and the Commission therefore sought clarification from Government whether any examination of the basis and the rates of the non-practice allowance so granted was envisaged under the terms of reference. The Government under their letter No. PDS-1667-166-(D)-CH dated the 25th August 1967 indicated that the Government desired the Commission to look into the basis and rates of non-practice allowance, although the same were not covered by the terms of reference.

2.10. During the course of the Commission's enquiry, Government Departments, Associations of Government employees and individual employees sought to bring up several issues which were outside the field of the Commission's enquiry. A few of these had been raised in the memoranda or replies to the questionnaire submitted to the Commission and the others were raised during the course of the discussion which the Commission held. These related to the revision of personal pay scales, re-designation or creation or conversion of posts into higher class, according gazetted status to certain posts which were non-gazetted, increase in the number of promotion posts so as to provide better opportunities of promotion, grant of educational and medical and travel concessions, special allowance, retirement benefits and improvement in conditions of service. Several Associations of employees also raised the question of revising the modes of recruitment and particularly altering the proportion between direct recruitment and promotion in the different services. These matters being not covered by the terms, the Commission has refrained from considering or expressing any opinion on the merits of these demands except where the issues raised had direct bearing on the scales of pay recommended for various categories and posts.

CHAPTER III

Historical Perspective

3.1. A pay-structure is the product of a process of evolution, the phases of which have a necessary historical significance in the context of any re-examination or reformulation of that structure, for adoption in the future. It is thus of importance to briefly recapitulate the various stages through which the present complex pattern of emoluments of Government services has emerged. This is also necessary as a factual setting to the present inquiry and to appreciate the Commission's own proposals in proper perspective.

3.2. The Commission tried to obtain information that would throw light on the evolution of the pay structure from the Government, but was informed that no material was available with the Government. The State of Gujarat came into existence on 1st May 1960 with the bifurcation of the State of Bombay under the Bombay Reorganisation Act, 1960. The pay scales obtaining in the State of Bombay before bifurcation continued to be largely operative in the State of Gujarat from 1-5-1960. The Commission, therefore, obtained extracts of some relevant records relating to pay scales from the Government of Maharashtra.

3.3. The origin of the pay structure appears to lie in the graded system of remuneration under which there were different grades of pay at different levels of the hierarchy, the employees being fitted into one or the other of the grades and working their way up depending on the availability of positions in the higher grades. Though it is difficult to say when exactly this system came to be replaced by the time scale system, it can be reasonably deduced that this was in consequence of the application of principles of pay structure recommended by the Royal Commission on the Civil Service, 1912-1913, (The Islington Commission).

3.4. The records obtained from the Government of Maharashtra indicate that the first Post-war pay revision took place during the period 1920-21 when the price index was 175 with base year 1914.

3.5. The 1920-21 pay revision generally proved to be liberal in the context of general economic depression during the thirties, and therefore in the context of retrenchment campaign in 1931, the entire pay structure came to be revised to suit the changed economic conditions. This appears to have been done during the period 1931-33 with protection to those already in service on a particular date. These pay scales were generally known as post-1931 scales and those in force prior to the effective date of the revision (mostly 1920-21 scales) came to be known as pre-1931 scales.

3.6. The economic situation having regained normalcy between 1933 and 1939, the post-1931 scales were obviously considered to be adequate for all practical purposes even with reference to the cost of living in the year 1939. The conditions however suddenly deteriorated during the period from 1939-45 on account of outbreak of the second world war and its aftermath and consequently it became necessary to review the entire pay structure. The Government of Bombay took up this question in the year 1945, but on account of uncertainty about stabilisation of price level prevailing then, it had to be deferred. The question was revived again in June 1946 and dealt with broadly in the context of the recommendations of the (First) Central Pay Commission (Vardachariar Commission). The Vardachariar Commission's view was that the post-1931 scales (the scales revised in 1931-33) had effected drastic reduction on the ground of financial necessity and low prices and therefore these required to be revised (upwards) in the context of situation prevailing from 1939 onwards but that the pay scales—intermediate and higher—fixed in 1921-22 (Pre-1931 scales) would be adequate even with reference to the post-war cost of living index between 160 and 175 (1939=100) which has been generally adopted by that Commission for purpose of revision of the post-1931 scales.

3.7. The Government of Bombay had appointed an Administrative Enquiry Committee in 1946 and one of the terms of its reference related to suggesting of broad principles of revision of permanent pay scales then in force. The Committee suggested the following general principles to guide Government policy in regard to the salaries of its servants —

“(a) Pay scales fixed will dominate public expenditure for at least a generation. We are on the threshold of a new order of things. The pay scales should be fixed with reference to the basic consideration of our social and economic policy. Neither scales fixed at a time when State service was in its highest rungs predominantly foreign nor passing vicissitudes of price level should influence the main characteristics of the pay structure;

(b) Central and provincial scales cannot be identical. The scales ought to have relation to the resources of the Governments concerned which differ widely. The supply of talent also varies from province to province;

(c) Government is even now the most important single employer of educated personnel. Its importance in this respect is bound to increase with the all-sided expansion of public activities now planned. This should make the State less apprehensive of private competition. The large scale expansion of education now contemplated is bound to affect favourably the supply of candidates for Government service. Exceptional talent of whatever kind earns its own price and no scales can be fixed for the same. Government ought to avoid framing pay scales on the basis of offering inducement to the best talent and then applying them to the generality of Government servants.

(d) Existing and prospective national income has a far closer relation to the scales of pay than to what may be regarded as a minimum wage. Payment of less than the latter by the State to its employees would amount to sweating or exploitation. Whereas payment of scales higher than what are warranted by a just system of taxation and public expenditure is only feasible by way of putting unjust burdens on the poorer sections of the community;

(e) Between the lowest and the highest salaries paid by Government the difference should not be as wide as it is at present and a steady attempt must be made at narrowing it down.”

3.8. The Committee suggested, having regard to the general economic conditions of the country and of the Bombay State in particular and the necessity for the Government to take the low national income into account in setting a standard of payment for services, that the range of the typical revised scales for classes I and II should be from Rs. 350 to Rs. 1000 and from Rs. 220 to Rs. 650 respectively, with a suitable lower rate of pay during the probationary period. The Committee further recommended that the pay of Heads of the important Departments should not exceed Rs. 1600. In regard to the minimum wage of workers in the Bombay State, the Committee recommended a general scale for peons all over the State from Rs. 30 to Rs. 50 p.m. and in regard to the scales for ‘qualified’ clerks all over the State it suggested a minimum of Rs. 60 and a maximum of Rs. 300 p.m. and a minimum of Rs. 45 p.m. for non-qualified clerks.

3.9. The Commission is not aware of the extent to which the recommendations of the Committee were accepted and implemented by the former Government of Bombay, but it would not seem unjustified to assume that some of the recommendations of the Committee were accepted and implemented by the Government, with such modifications as were necessary, as is evident from the fact that the scales suggested for class II by the Committee namely Rs. 220-650 came to be prescribed and in respect of class I the scale of Rs. 350 to Rs. 1100 was prescribed in place of Rs. 350 to Rs. 1000 suggested by the Committee. In respect of the lower ministerial posts and the class IV posts the Government of Bombay evidently followed the recommendations of the (First) Central Pay Commission (Varadachariar Commission) which *inter alia* suggested that minimum basic pay for the lowest grade (class IV service) be Rs. 30 with reference to the cost of living indicated by the index of about 175 (1939=100) and under the same conditions the minimum basic pay for the middle class employees was suggested at Rs. 55.

3.10. Some of the typical scales recommended by the Varadachariar Commission are indicated below :—

Class I (Senior posts)

Rs. 1300-60-1600

Rs. 1600-100-1800

Rs. 1800-100-2000

Class I (General scale)

Senior Rs. 350-600 (6th year)-40-1000-50-1150

Junior Rs. 350-350-380-380-30-590-EB-30-770-40-850

Class II

Rs. 275-25-500-EB-30-650-EB-30-800

Class III

Rs. 55-3-85-EB-4-125-5-130

Rs. 60-5/2-75

Rs. 60-4-120-EB-5-170

Rs. 75-3-105

Rs. 80-5-120-EB-8-200-10/2-220

Rs. 200-15-300-EB-15-440-20-500

Rs. 250-15-400

Rs. 300-20-500

Class IV

Rs. 30- $\frac{1}{2}$ -35

Rs. 35-1-50

The above scales of pay recommended by that Commission were with reference to the cost of living index at between 160 and 175 (1939=100) at which it was expected that prices may stabilise. At the time the Commission made its recommendations the price index was at 285 and therefore for the difference in the assumed level of stabilization (160 to 175) and the existing level, the Commission recommended payment of dearness allowance at different rates for different pay ranges upto Rs. 1000/-. These will be noticed later.

3.11. These scales are found to have been generally adopted by the former Government of Bombay. It can therefore be reasonably assumed that the recommendations of the Varadachariar Commission had largely influenced the scheme of the general pay revision. The last general revision of pay structure made by the Government of Bombay is contained in the Government Resolution, Finance Department No. 6567/33-I dated the 15th January 1948 which took effect from the 1st January 1947, and presumably it is this revision which has been referred to as 'limited pay revision in 1949' in the Government Resolution, Finance Department No. PDS-1665/12-CH dated the 12th May 1966 constituting the Commission. The pay scales prescribed under the orders dated 15-1-1948 are generally referred to as the "Prescribed scales". The prescribed scales, it will be noticed were in respect of class IV servants identical with those recommended by the Varadachariar Commission and in respect of others lower but fairly comparable.

3.12. The Bombay, Finance Department order of the 15th January 1948 and subsequent orders on the subject have been incorporated in the Bombay Civil Services (Revision of Pay) Rules and

Pay and Cadre Schedules (Financial Publication No. XI). These pay scales, subject to following exceptions, continued to remain in force in Gujarat on and after 1st May 1960 :—

Exceptions

- (a) The Bombay City scales attached to Secretariat and non-Secretariat posts in Bombay city have been mofussilised;
- (b) In some cases the scales have been wholly or partly revised; e.g. General Duty Clerk's scale in Secretariat Department.

This was apparently done to suit local conditions, as also to effect economy, on the formation of the new State of Gujarat. On the other hand there were a few cases of upwards revision of pay scales after 1st May 1960. The pay Schedules contained in F.P.XI show three different pay scales in several cases, namely, (i) Pre-1931 scales, (ii) Post-1931 scales and (iii) Prescribed (Revised) scales.

3.12. As earlier stated, the 'Prescribed Scales' had been determined with reference to the cost of living index between 160 and 175 and this was supplemented by a regular scheme of Dearness Allowance (from 1st January 1947) to provide for compensation relatable to the rise (or fall) in prices above (or below) the level with reference to which the basic salaries had been determined. The dearness allowance recommended by the Varadachariar Commission for the rise in the cost of living at the time of the report over the assumed level of stabilization was as under :—

Pay Range	Amount
Upto Rs. 50	25
Rs. 51—100	35
Rs. 101—150	40
Rs. 151—200	45
Rs. 201—250	50
Rs. 251—300	60
Rs. 301—500	70
Rs. 501—750	85
Rs. 751—1000	100

These rates were sanctioned by the Central Government. The Government of Bombay sanctioned the same rates of dearness allowance for its employees. As is well known the prices continued to rise. The (First) Central Pay Commission had recommended an automatic revision of the rates of dearness allowance upward or downward as the case may be with every 20 point rise or fall in the cost of living as indicated by the cost of living index. The continuous rise in prices ruled out an automatic upward revision of the rates of dearness allowance as recommended by that Commission, but the rates of dearness allowance were revised from time to time as Government considered necessary. The upward revision of dearness allowance rates made by the Central Government in respect of its employees, was substantially followed also by the Bombay Government. There was uniformity in the rates of dearness allowance of the Central and Bombay Governments till 1st June 1951. Thereafter there was a slight difference upto the pay range of Rs. 300/- which difference however came to be removed from 1st October 1961.

3.14. By 1957 the price level had reached a level indicated by the cost of living index number 395 (1939=100) and the Government of India, therefore, appointed a (Second) Pay Commission to review the conditions of service of Central Government employees and make suitable recommendations. That (Second) Pay Commission which submitted its report in 1959 dealt with the matter at length and having held the views that the level of prices is one of the main factors to be considered in determining the rates of remuneration of Government servants endeavoured to

fix the point of stabilisation of prices. The Commission came to the conclusion that the prices might stabilise not below the 1955 level=342 (1939=100). The Commission, however, adopted the 1949 level=356 (1939=100) for redetermination of salaries of employees drawing a basic pay less than Rs. 300/- p.m. This meant, in effect, that so much of dearness allowance as was relatable to rise in prices from the base level 160-175 to the level 356 should merge into the basic salaries and the portion representing compensation for rise beyond the price level 356 would continue to be paid as dearness allowance with suitable adjustments. Consequently, in the dearness allowance merger scheme recommended by the (Second) Central Pay Commission it was proposed that the whole of Dearness Allowance of Government servants drawing a pay of Rs. 300/- and above should be merged into basic salaries and for those employees whose salary was below Rs. 300/- p.m. the bulk of the dearness allowance (between Rs. 35 to Rs. 50) be so merged. The whole of the dearness allowance in respect of those drawing above Rs. 300/- was recommended to be merged apparently because whereas employees drawing upto Rs. 300/- had been sanctioned increasing rates of dearness allowance since the report of the Varadachariar Commission, no increase was made in respect of those drawing above Rs. 300/-. The Commission having determined the minimum remuneration payable at the lowest level recommended revision of the pay structure on the aforesaid basis. The recommendations of the Commission were accepted by the Central Government.

3.15. It became necessary for the Government of Gujarat to consider what should be done for their own employees whose pay scales were broadly founded on the base selected by the (First) Central Pay Commission and who were being paid dearness allowance on the pattern of what was paid by the Central Government to its employees. The decision taken broadly was that;

- (i) in respect of those scales below Rs. 300/- a major portion of the dearness allowance as admissible on 30-9-1961 be merged;
- (ii) in the other cases, the whole of the dearness allowance be merged suitably at the stage of Rs. 300/- or thereabouts in the scale.

Broadly, the quantum of dearness allowance merged into basic pay was as indicated below :—

Basic pay	Dearness allowance as on 1-10-1961	Amount merged
Upto 50	45	35
Rs. 51—100	55	45
Rs. 101—150	60	45
Rs. 151—200	65	45
Rs. 201—250	70	50
Rs. 251—500	70	70
Rs. 501—750	85	85
Rs. 751—1000	100	100
Rs. 1001—1099	Margin of 100	Margin of 100

What was not merged was continued as dearness allowance. The merger revision came into effect from 1st October 1961. The merger scheme thus followed the recommendations of the Second Central Pay Commission, but the revised (Dearness Allowance merged) scales, by and large, have been made subject to the theory of 'minimum change' as applied collectively to all the aspects of a time scale, namely, "level of total remuneration at corresponding point" and "duration of time scale". In other words, it was a revision on a 'no gain, no loss' basis. It is apparently with reference to this aspect of the revision of pay scheme that the Government Resolution. Finance Department dated the 12th May 1966 (constituting the Pay Commission) states that "the merging of full or part of the dearness allowance into basic pay from 1st October 1961 did not act as and was not meant to be revision in pay scales, although some benefits did accrue" to Government servants.

3.16. An important development in the history of the services in the State of Gujarat was the liberalisation of the Pension Scheme effected in 1966. By Government Resolution, Finance Department No. PEN 1066/4464-J dated the 24th February 1966 it was provided that:—

- (a) All service whether **temporary** or permanent, **interrupted** or continuous qualifies for pension, actual periods of breaks omitted. (The interrupted service counts for pension subject to certain further orders).
- (b) 'Extraordinary leave' (subject to certain conditions) would also qualify for pension.
- (c) The 'pay' **officiating** or substantive including special pay, personal pay, pay in respect of tenure post actually drawn during last 36 months should be treated as pensionable pay.

The Commission has referred to this only to draw attention to the fact that the merger of dearness allowance proposed by it and the general revision of salaries are likely to confer liberal pensionary benefits under the new pension scheme brought into operation.

3.17. It may now be convenient to set out some of the revised scales which became effective from 1st October 1961. They are as indicated below :—

Sr. No.	Prescribed scale as on 30-9-1961	Revised scale as from 1-10-1961
1	2	3
	Rs.	Rs.
	Class—I	
1.	350-30-650-EB-45-1100	(375-390)-420-30-510-35-755-EB-40-875-45-1100.
	Class—II	
2.	220-15-400-20-500-EB-25-650	(245-260)-280-15-365-20-485-EB-20-585-EB-25-735.
	Class—III	
3.	200-10-300	250-10-300-15-330-20-370
4.	180-10-310-EB-15-400	225-10-275-10-395-EB-10-470
5.	150-10-200	195-10-245
6.	140-8-180-10-270	180-10-280-15-340
7.	100-8-140-10-170	145-8-185-10-215
8.	100-8-140-10-160	145-8-185-10-205
9.	100-8-140-10-150	145-8-185-10-195
10.	100-8-140	145-8-185
11.	92-8-140	137-7-172-8-180
12.	46-3-85-EB-4-125-5-130	91-3-130-EB-4-170
13.	48-3-85-4-105	91-3-130-4-150
	Class—IV	
14.	30-1-35	65-1-70
15.	30-1/2-35	65-1/2-70

3.18. The Recommendations of the (First) Central Pay Commission as to the dearness allowance have been referred to earlier. The (Second) Central Pay Commission also envisaged the possibility of the continuance of the price level higher than the one indicated by the base year (1949) they

had selected. At the time they made their recommendations the average index number was 115 (1949=100). Their recommendations regarding dearness allowance were :—

Pay in the revised scale	Rate of Dearness allowance
Below Rs. 150	Rs. 10/-
150—300	Rs. 20/-
301—319	Margin of 320.

No dearness allowance was sanctioned for those drawing above Rs. 320 but a recommendation was made that in case of further rise in prices the group falling within Rs. 300-400 be considered eligible for dearness allowance. The Commission recommended a revision of the dearness allowance if there is a rise of 10 points for a period of 12 months. The grant of further dearness allowance for such rise and the amount thereof were not to be automatic but were to be determined by the Government after taking into account the cause of the rise and various other factors. The Government of Gujarat also sanctioned dearness allowance at the above rates on their dearness allowance merged revised pay scales.

3.19. The cost of living continued to go up and the rates of dearness allowance and the pay ranges for which the dearness allowance was admissible had to be revised from time to time. The last four orders relating to the revision of dearness allowance namely those effective from 1-10-1966, 1-1-1967, 1-3-1967, 1-2-1967 and 1-6-1967 were issued after the Commission was constituted. The limit for the purpose of dearness allowance which was Rs. 300/- upto 1-3-1966 was raised to Rs. 1000/- on 1-3-1966. This was then raised to Rs. 2250/- from 1-10-1966. It may be stated that although at certain stages dearness allowance paid to State Government servants was less than that paid by the Central Government to its employees, the difference later disappeared from 1-3-1967.

3.20. This brief review goes to show that the basic pay structure is the one worked out in 1947-48. The merger of a portion or the whole of dearness allowance with effect from 1-10-1961 no doubt brought about a partial revision of the pay scales with consequent improvement in other benefits such as leave, pay, gratuity, pension, etc., but the pay structure remained unaltered except for the shift of the base year to 1949 for lower categories and was not oriented to the considerable change in economic, social and work pattern to which reference will be made presently. Besides, during the period from 1949 to 1961 a large number of new scales were evolved to meet exigencies without any attempt to harmonize them with the existing scales with the result that for similar work and responsibility there are different pay scales in different departments. At the time the Commission was appointed the number of pay scales in Government exceeded 700.

3.21. The opening para of the Government Resolution appointing the Commission sets out the need for revision of pay scales in the following words :—

“The pay scales of Government servants have remained unchanged over many years. There was a limited revision in 1949 but the structure of pay scales on the old basis conceived for work of a limited nature, continued even after 1949. The merging of full or part of dearness allowance into basic pay from 1st October 1961 did not act as, and was not meant to be revision in pay scales, although some benefits did accrue. Owing to rise in prices since 1949, and a general change in social as well as economic conditions since then, Government considers that a time has come when the whole basis of pay structure in the State should be reviewed”.

The Resolution goes on to say :

“There is a great multiplicity of scales, and it is estimated that more than 600 pay scales are in existence at present. It is also observed that some of the pay scales are very close to each other and there may be different pay scales for posts which have identical work and responsibilities attached to them.”

The Resolution thus refers, in brief, to the main grounds of revision. What factors should determine the base year of pay scales will be considered later. But it is obvious that the pay scales cannot be wholly divorced from the cost of living. A pay structure based on the level of 1949 prices is out of date. If it is to be realistic it must to some extent be founded on a certain level of reasonably stable prices. This is one factor alluded to in the terms of reference. A second factor also alluded to in the terms of reference is the considerable change that has come over the nature of Government work. Before 1949 the principal tasks of the State were the collection of revenue and maintenance of law and order. The State undertook welfare and developmental activities also but they were on a limited scale. With the advent of independence the whole outlook has changed. The nation has embarked on an ambitious programme of nation building which comprises among others economic, social and cultural fields. Planning for development and for social welfare is the order of the day. Agriculture, industry, power, water resources, medicine, research and almost every activity concerning the nation's welfare receives the State's close attention. The machinery of the welfare State is now geared to new tasks and the servants manning this machinery are expected to meet the demands of the time. The pay scales which were meant to satisfy the limited needs of the old State must now undergo a revision to cope up with new needs. Another factor bearing on the question is the general change in social and economic conditions since independence. The middle class from which the majority of Government servants are drawn has undergone a social revolution. The essential needs of a middle class family are now much more than before and a pay which is merely sufficient to provide basic needs will have no attraction. Lastly, there have been, as several official witnesses testified, difficulties of recruitment of personnel of quality and there has been a flight of capable young men. This, it is explained, is partly due to inadequacy of remuneration. These are some of the factors which call for a revision of the pay structure.

CHAPTER IV

Principles of Salary Determination

4.1. The pay structure has an important role to play in any scheme of personnel administration, for it has not only to serve as a device for enthusing and motivating the employees but has also to serve as an instrument at the hands of the employer, to secure for his services skills of high quality, deploy them appropriately, to suit a wide range of tasks, and gear them up to satisfactory levels of performance. This is particularly so in respect of Government servants who constitute an important limb of the administrative machinery and enjoy certain constitutional guarantees of security of tenure and equality of treatment. Government action is besides subject to the vigilance and scrutiny of the legislature. All these considerations call for formulation of principles of pay structure. The Royal Commission (1953-55) appointed to enquire into the pay structure of civil servants of the United Kingdom, known as the Priestley Commission, stated in their report (para 68) :

“We think it will generally be accepted that there should be principles of pay for the Civil Service, that they should be right and be seen to be right in theory, and that they should be capable of application in practice.”

It is therefore now generally accepted that the pay structure of Government servants should be based on some practicable principles fair in application.

4.2. The principle which has received general acceptance in the inquiry before the Commission is that the pay structure must be such as ensures reasonable remuneration. This would appear to be self-evident; but reasonableness is a relative concept. Reasonable, says the Supreme Court, implies the choice of a course which reason dictates. And obviously what reason dictates is conditioned by the social, economic and political thinking of the time. What may have appeared reasonable in the days of laissez-faire, when the whole thinking was guided by the principle of freedom of contract, may not appear to be reasonable now when the principles of fair treatment and equality of opportunity govern the thinking on the subject. To consider what is reasonable, one must therefore set out the objectives to be achieved through a proper pay structure. These have been indicated in brief earlier and may now be set out more fully.

Recruitment Retention Principle

4.3. The principal objective of a proper pay structure is obviously to secure an efficient and honest civil service. The Royal Commission, known as the Islington Commission (1912-13), appointed to enquire into the service conditions and other matters relating to the Indian Government Servants who now form class I and II, say in their report (para 49) :

“The only safe criterion is that Government should pay so much and so much only to their employees as is necessary to obtain recruits of the right stamp, and to maintain them in such a degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their service.”

The principle enunciated by the Islington Commission was substantially restated by the Anderson Committee (1923) which inquired into questions of Pay etc. of State Servants. The Committee said :

“In our view there is only one principle in which all the factors of responsibility, cost of living, marriage, children, social position etc. are included; the employer should pay what is necessary to recruit and to retain an efficient staff.”

This approach is substantially accepted by the (First) Central Pay Commission (1946-47) which inquired into the question of pay and related matters concerning the Central Government servants. They imported one qualification as to the pay at the lowest level. They said (para 44) :

“We are thus led to think that the test formulated by the Islington Commission has only to be liberally interpreted to suit the conditions of the present day and to be qualified by the condition that in no case should a man’s pay be less than a living wage.”

The (Second) Central Pay Commission (1957-59) appointed to examine *inter alia* the principles which would govern the structure of emoluments of the Central Government servants also emphasised this aspect alongwith another to be presently mentioned. In their report they say (Chapter IV para 7) :

“That the structure of emoluments and conditions of service should be so designed as to ensure recruitment at different levels of persons with requisite qualifications and abilities and to keep them efficient, is a matter on which there could be no difference of opinion; and, in fact, there is not any among our witnesses, except that while some consider that the public services should secure, and retain, the very best, some would be satisfied with the more modest standard of adequacy as distinguished from excellence.”

Principle of Social and Economic Justice

4.4. The criterion of efficiency is however not enough and the (Second) Central Pay Commission while pointing this out proceeds to indicate another equally important objective of the pay structure namely that the emoluments and conditions of service must be such as to satisfy certain social and ethical standards. This follows from the preamble and the directive principles of the Constitution, particularly those embodied in Articles 38, 39 and 43. The State, according to these directive principles, is to strive for a social order in which there is, amongst other things, social and economic justice; the State is to direct its policy towards securing that citizens have a right to adequate means of livelihood and the State shall endeavour to secure to all workers a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunity. If Government is to be guided by these principles in the pay structure of its employees then at the minimum level Government will have to take into consideration requirements of social and economic justice, above the minimum the requirements of fairness, at the same time endeavouring to reduce the disparities.

Principle of Fair Treatment

4.5. The pay structure must, if these objectives are to be achieved, aim at fair treatment of the service. The Priestly Commission puts the matter tersely when it says that the State is under a categorical obligation to remunerate its employees fairly and that the ultimate end in view must be “an efficient civil service fairly remunerated”. Any statement of and, says the Commission, which does not recognise this is not adequate. That Commission on an analysis of various considerations points out that the proposition that the civil service is recruiting and retaining an efficient staff does not prove the propositions that the rates of pay are fair. The principle of payment of fair remuneration for different posts and services under Government is, therefore, considerably wider in scope than the “recruitment-retention theory,” earlier mentioned, under which the scale of remuneration for any post or cadre is expected to be regulated solely with reference to what is sufficient to attract recruits into the services and to retain them at the desired level of efficiency. The fairness to be aimed at, however, is fairness not only to the employee but also to the employer and in case of Government, in particular, fairness to the community. The community should not unnecessarily be taxed to provide better amenities to a few. The level of national income, as one economist witness points out, should also be borne in mind, for the remuneration should be fair in relation to the conditions existing at that time. This is not inconsistent with the directive principles earlier referred to. The Priestly Commission explains the concept of fairness in the following words (para 96) :

“We have used the term ‘fairly remunerated.’ We think that this means that the interests of the community in general, of those responsible for administering the Civil Service and of the individual civil servants themselves should be kept in balance. The community must feel that it is getting an efficient service and that it is not being asked to pay an excessive price for it. Heads of Departments must have sufficient suitably qualified staff to carry out the tasks demanded of them. The individual civil servant must feel that his remuneration is not unreasonable.”

The approach should, therefore, be not from the angle of the individual alone but of that of the community as well. The employee should not be exploited but should get adequate reward for his hire considering his work and responsibility. The payment should be within the expected resources of the employer and should not throw an unmerited burden on the community and should not amount to treating one class as a privileged class.

4.6. Therefore if the pay structure is to ensure reasonable remuneration as contemplated by the Government Resolution constituting the Commission it must aim at fair treatment of the service and, in the light of the present economic social and political thinking, this clearly postulates that besides aiming at efficiency the pay structure aims at such treatment of employees as secures social and economic justice and fair terms of employment. The Royal Commission on Government Organisation in Canada has outlined the principles of Government service pay policy in the following words :—

“Clearly the general aim of wage policy in the public service should be to create and maintain an efficient and properly remunerated service. Specifically pay policy should first facilitate the staffing of the service with competent personnel by attracting suitable recruits and retaining effective employees; second compensate employees in the public service fairly, and third achieve these two aims at a cost which is as reasonable as possible to the tax payer.”

The salaries and Cadre Commission (1958-61) in Ceylon has reaffirmed the same criteria for a satisfactory pay policy. In that Commission's view the criteria should be (a) that the Government must be able to obtain sufficiently qualified staff to man its services; (b) the Government officer must feel that his remuneration is not unreasonable and (c) the community as a whole must feel that it is getting efficient services without having to pay an exorbitant price for it.

4.7. This approach steers clear of two extremes. The approach one time was to let the market forces operate. The pay of an employee was the pay determined on the inter play of demand and supply. The governing principle was economy, consistent no doubt, with the needs of efficiency, because recruits of the right stamp must be had. This approach was likely to defeat itself for as observed by Dr. M. H. Gopal in “Basis of Public Salaries”, it is not possible to separate interest in salary from interest in work to such an extent as to make the requirements of work independent of the other. “The mass of human beings” say the (First) Central Pay Commission, “produce the highest standard of ability and enterprise where the stimulus of adequate and appropriate reward is in existence”. The quality of man available will in the long run approach the level corresponding to the salary. Remuneration to be reasonable must therefore be adequate and not just enough to get men to work for the pay. Moreover, the principle of demand and supply operates harshly at the lowest level where the number seeking employment for routine work is much larger than the number of jobs available. When the choice is between no employment and employment at a wage below a subsistence level the worker will take whatever is offered. The consequences on health, social conscience, and in other directions are obvious. The market value principle is therefore neither fair nor economic in the long run.

4.8. At the other end is what is called the ‘model employer’ principle. The Government, it has been urged by employees and some of their Associations, must be a model employer. The concept of the model employer as advocated by the employees is that the State is the largest employer, that what it pays to its employees influences others, that it seeks to regulate minimum wages in private employment, that its policy is to improve the standard of living of the people and that

therefore it is under a moral obligation to pay its employees the best at the minimum wage level as also at levels above it. In short, the State should be ahead of other employers in the matter of remuneration and conditions of service or at any rate it should be one amongst the first flight of employers. At the highest level it would be difficult for the State to provide better remuneration and amenities than is done in the private employment, or even equal remuneration. The resources will not permit it. Besides, in so far as this widens the gap of inequality between those at the lowest rung and those at the highest rung it will be contrary to the directive principles of policy enunciated by the Constitution. There are other objections on principle to the demand that the State be a model employer. One is that the State, whose resources are obtained from the community as a whole, cannot in conscience treat a section of that community only namely its employees on the most favourable terms as compared to what is available in average non-Government employment. That would be taxing the community unjustly to that extent. As the (First) Central Pay Commission stated (para 47) :

“It will not be fair to the community to encourage a claim by civil servants to be treated better than their fellow men.”

Another is that even if that is feasible and permissible it would not be proper to draw the best available talent for Government service and starve private industry and other institutional employment of equally good talent. That will adversely affect a healthy development of the country's economy. This is not to say that the State need not be a model employer in another sense namely an employer who should be conscious of the responsibilities towards its employees and conscious of giving the employees a fair deal. In relation to its employees the Government does have an obligation to provide satisfactory conditions of service, reasonable avenues of promotion, liberal retirement benefits and reasonable provision against the economic hazards in keeping with a declared objective of social policy. The (Second) Central Pay Commission observes in this context :

“In the matter of conditions of work and employment practices generally, the Government may, in fact, well become the pace-setter-a model employer. Economy in these matters, as is well recognized, is often short-sighted, and the employer's enlightened self-interest itself dictates provision of good working conditions, and adoption of sound employment practices which give to the employees a sense of security and dignity. These are essential elements in good management, and the Government have much to gain, and nothing to lose, by becoming a leader in good management.”

Principle of Equality of Treatment

4.9. Implicit in the principle of reasonable remuneration is the principle of equality of treatment under the same employer. It is not enough to get capable men and provide for adequate remuneration. To ensure fairness of treatment the pay structure should provide for equality of treatment. The reward a person gets is no doubt important in itself but it becomes more so when compared to what another gets. If between two individuals doing the same kind of work under the same employer there is difference in pay or treatment, discontent is bound to arise affecting efficiency and attachment to service. No doubt the practical application of the principle of equal pay for equal work is not easy, for all factors may not be equal; qualifications, method of selection, departmental organisation may differ, prospects of promotion may vary. Differences arising out of these will be referred to later when considering the question of internal relativity in a pay structure. But broadly the principle of equal pay for equal work has to be kept in mind as a corollary of the principle of fair treatment of employees.

4.10. While the general principles which should govern a pay structure may not admit of such debate, the manner in which these principles be translated into the making of a proper pay structure admit of differences of approach. There are two aspects of the matter. The pay structure as a whole and the relativity of the pay scales within the structure. In respect of the pay structure as a whole various yardsticks are suggested. It has been suggested that the rates of remuneration should be comparable with what is paid outside in private employment, in Central Government and in other State Governments. This is perhaps an extended application of the principle of equal

pay for equal work. Another approach is to fix the minimum and the maximum and then determine the intermediary scales on the basis of relativity. Then alongwith with these it has been suggested on the one hand that the cost of living as indicated by the level of prices should be taken into account and on the other that the resources of the State should be kept in mind. These different approaches invite examination.

Fair Relativity with Private Sector

4.11. There has been a near unanimous demand from the employees that the criterion of fair relativity with the rates of remuneration in private sector must be unequivocally adopted by the Government and the pay structure of Government employees re-determined in that light. This approach found acceptance with the Priestley Commission and the (Second) Central Pay Commission. The latter has referred to it as the principle of fair comparison. There is no doubt about the soundness of this principle, for rates of remuneration so determined will be fair to the employees, the employer and the community. The Government by paying comparable rates obtains staff of the requisite standard and efficiency, the employee gets what he would otherwise get elsewhere for comparable work and conditions and the community pays no more than what is generally paid. The principle for all its fairness as an ultimate objective is, however, by no means easy to adopt in practice, because to be able to achieve a fair comparison, a basis for such a comparison must exist not only in respect of jobs, for which an accurate job evaluation would be necessary, but also and, more importantly, in respect of conditions of employment, for the remuneration paid for a job is measured not merely in terms of money but also in terms of conditions of service and psychological attractions of the Service. Government service has certain peculiarities which mark it apart from private employment. The hierarchical organisation, the rule-regulated method of recruitment, the incremental pattern of salary, the promotional pattern of service, the multifarious activities of the employer, the difference in objectives between Government as an employer and the private employer, the constitutional guarantee in respect of tenure, all these introduce an element of difference which makes for difficulty in comparison.

4.12. The difficulties in effecting such comparison have been summed up by the Salaries and Cadre Commission of Ceylon in the following words :—

“Because the functions of Government are far more varied and extensive than those of any other employer in the private sector there are in Government service many grades which have no equivalent outside it. Any comparison between the two sectors would therefore have to be confined to a few common grades, such as clerical staffs, skilled workers etc. and to this extent it would be far from complete. Then again there are many advantages in Government service such as security, pensionability etc., which are not found in the private sector and conversely bonuses and other concessions in the private sector which are foreign to the public service. It is not practicable on the whole to make any accurate comparison because of the difficulty of obtaining precise information regarding total remuneration in the private sector and even in the United Kingdom where the principle of fair comparison is being seriously applied special machinery had to be set up on the recommendations of the Priestley Commission to collect and collate such information for use in determining public service salaries.”

That Commission therefore felt that while the principle of fair comparison might be borne in mind, it should not, and cannot, rigorously be applied as a yardstick in determining the terms of employment of public servants. The (Second) Central Pay Commission which examined the principle of ‘fair comparison’ at great length also concluded that several difficulties existed in the way of effecting such comparisons since,

“The nature of duties and responsibilities in certain branches of the public service particularly at the higher levels and the organisation of public services and Government departments—often with deep hierarchies—have usually no exact parallels outside. This would make comparison a difficult and somewhat complicated process and in the case of the higher positions in the public service there is the further difficulty of assessing the allowance that should be made for the non-economic rewards of public service.” (Chapter IV para 26).

The (Second) Central Pay Commission also pointed out that "Full and systematic information is not available regarding rates of wages even in the well organised sectors of commerce and industry", and drew attention to the fact of the existence of an exceptionally wide range of variations in salaries and conditions of service and the absence of common standards for determining them.

4.13. The Commission's experience in this regard bears out the difficulties outlined by the (Second) Central Pay Commission. Besides the intrinsic difficulty of establishing a basis for comparison even a broad comparison of rates of pay in force in several leading private sector organisations establishes the fact that *inter-se* comparability or comparability *vis-a-vis* Government service is extremely difficult to establish. Even in instances where comparisons are possible the rates of remuneration differ widely from organisation to organisation and within the same organisation from region to region for certain categories of employees. The employment situation in various regions being vastly different and the demand for particular type of skills varying with the concentration of industries in particular region a general going rate for a job is difficult to determine. In addition, the rates of basic wage adopted in several organisation are low but are supplemented by large doses of dearness allowance. The principle of regulating grant of dearness allowance has also been found to vary from organisation to organisation. In view of the fact that the demand of Government for any type of talent is necessarily to be organised and regulated under a set of rules having regard to certain long term requirements, the market rate at one given time arrived at on the basis of comparison with outside rates cannot serve as a pointer to the level of remuneration to be offered by Government.

4.14. The Commission had the benefit of discussion with several industrialists and representatives of leading private sector organisations on the contention of several associations of employees and individual employees that Government services have by and large ceased to attract competent and aspiring men, for the rates of remuneration are unattractive by comparison and tangible benefits like pension, gratuity, educational, medical and travel concessions and intangible benefits like security of tenure and status were no longer of any significance in view of the trend towards granting of liberal concessions to the employees in the private sector. While many of them expressed the view that Government should set the pace in remunerating its employees they conceded that in regard to security of tenure the Government servant did possess a certain definite advantage over his counter-part in the organised private sector except where the employees of the organised private sector happened to enjoy trade union protection. Some of the witnesses also pointed out that most private sector organisations had a narrow pyramidal structure, with the inevitable result that opportunities for advancement to the top level positions were scarce. In addition, advancement to senior management levels was almost exclusively regulated according to the performance of the employee and not with reference to the length of service or seniority, factors which weigh a great deal in determining advancement of employees in Government service. The Chairman of a leading private sector organisation with whom the Commission discussed the point considered that security of tenure and regular promotion avenue on the basis of seniority were definite advantages in Government service and he stated that their junior executive were inclined to leave for Government jobs when selected by the Public Service Commission though the remuneration paid by Government was substantially less. He pointed out that it would not be possible to say that the Government fails to attract good talent and that the shortage of talent in Government is a part of the general shortage of talent on account of keen demand all over the country and the numbers available proved insufficient. A management expert who gave evidence before the Commission also expressed the view that a comparison in terms of monetary compensation alone would not be justified without reference to the advantages enjoyed by Government servants such as security of tenure, opportunity to exercise power etc. It was stated by several witnesses that the opportunity to exercise power and to participate in policy making is by itself a great attraction. One witness after referring to these considerations added that a Government servant is by and large looked upon as rendering public service whereas a person in private employment is considered to be serving for personal gain. The senior executive of an industrial concern stated that although private employment is now attracting young men in large numbers, the private employers must pay about 25 per cent more than what Government

pays to equalise the advantages of Government service. Another point of view presented to the Commission in this regard was that in the industrial and commercial sectors the factor of return played an important part in determining scales of remuneration unlike in the public services.

4.15. In the circumstances the condition that service under Government has become unattractive in view of better rates of remuneration outside and therefore the rate or rates prevailing in the private sector should determine the public service salaries is at best an over-simplification of the complex inter-sectoral relationships affecting conditions of employment under the Government and non-Government sectors. Any attempt to determine the salaries of Government servants on the basis of comparison with outside rates in the private sector cannot be made without reference to these factors. The safest conclusion in the context can only be that while fair comparison is no doubt an important factor to take into account in the matter of fixing the remuneration of Government servants, it would not be possible to accept the principle as suitable for full and detailed application. However, even when the scales of remuneration are determined on other criteria comparison with such outside rates may have to serve as a corrective.

Parity with Central Government

4.16. Another demand from employees' Associations and several individual employees was that there should be an absolute comparability between the scales of pay in force in the State Government on the one hand and those adopted by the Central Government on the other. It was urged that in regard to qualifications, nature of duties and responsibilities various cadres of the State Government were comparable to the corresponding categories under the Government of India and any attempt to deviate from the principle of parity between the State services on the one hand and the services under the Government of India on the other would amount to a violation of the sacred principle of equal pay for equal work. The Commission had the benefit of discussion with several witnesses on this point. While the opinion tended to be sharply divided, there was general agreement that where the field of recruitment, the methods of recruitment and conditions of services differ to any appreciable degree, differences in emoluments would not be unjustified. Some of the witnesses admitted that having regard to the fact that the recruitment to the services under the Government of India had to be made on an all India basis and to the extent that recruitment to services under the Government of India carries with it a liability for transfer all over the country, certain differentials in the rates of remuneration could be considered reasonable; only that these disparities should not be unduly large. An eminent administrator who favoured the Commission with a note in reply to its questionnaire pointed out that a difference between the emoluments of Central Government employees and that of the State employees of the order of 20% would be justified on these grounds. The difference in resources between the State and the Centre is also likely to influence the emoluments offered. The Administrative Enquiry Committee, appointed by the Bombay Government in 1946 summed up its views on this question in the following words :

“Central and provincial scales cannot be identical. The scales ought to have relation to the resources of the Government concerned which differ widely. The supply of talent also varies from province to province.”

As pointed out by the (Second) Central Pay Commission disparities in the emoluments of employees of the State Governments and the Central Government exist in other countries having Federal Constitutions. At no time have the salaries in the State Government been on par with those in the Central Government except perhaps in respect of class IV employees and the lowest level of class III. The Madras Pay Commission which examined the question at length came to the conclusion that comparisons in emoluments between the employees of State and Central Governments can be made appropriately only in the lower grades as it is only at these levels that the duties and responsibilities attached to the posts as well as qualifications expected of the holders of the posts are easily comparable. Any attempt at comparison of emoluments between State and Central employees in the higher grades with reference merely to the nomenclature of the posts can be extremely misleading.

4.17. On a careful examination of relevant factors and circumstances it would be obvious that any attempt at absolute parity between the rates of remuneration offered by the Central Government in a federal structure and the constituent units is bound to be self-defeating. In so far as the rates of remuneration offered by the Central Government have necessarily to be evolved on a consideration of the emoluments offered by several State Governments and non-Government organisations, attainment of parity would only generate fresh demands for differential treatment to Central employees which cannot for long be resisted. Moreover, the logical limit of this principle of parity could only be that there should be no difference in the emoluments and conditions of service even as between the employees of the State Government and those of local bodies and semi-Government or Government aided institutions at various levels within the State. Even differences in regard to the grant of compensatory local allowances or house rent allowance may be held to be discriminatory in the context of such parities. The rational approach to the question would therefore seem to be that while an attempt should be made to effect the maximum improvement in the remuneration of the State services keeping in view the differences in the terms and conditions of service as between employment under the State Government and employment under the Central Government and in keeping with the resources available to the State Government, existing differentials should be narrowed down as far as practicable.

Comparability with other State Governments

4.18. The Government Resolution laying down the Commission's terms of reference has also referred to the scales of pay offered by other State Governments as one of the factors to be taken into consideration by the Commission while recommending the revised scales of pay. An overall examination of the scales of pay of several State Governments indicates that the scales of pay offered by the Government of Gujarat, even as they are, are not less favourable than the scales of pay offered by most other State Governments. It is no doubt true that for certain categories of posts the scales of pay in certain States are higher but comparison cannot be instituted only with reference to the individual scales of pay but has to be only in terms of broad interservice relativities and internal relativities within the service noticed in the pay structure of any State Government. The scales of pay offered by various State Governments are also likely to vary partly on account of historical reasons and partly on account of the type of demand and the availability of various skills within the territorial jurisdiction of the State. The various States differ widely in their geographical conditions, economic development, habits, customs and mode of living of their people, the availability of educated and technical men, the needs for their services and the resources available. "The disparities in the emoluments of public services in the different States", says the (Second) Central Pay Commission, "are to a large extent but not entirely a reflection of the unequal economic development and of differences in the financial resources of the State". A comparison can be effective only if it is made in the context of the comprehensive scheme of recruitment, nature of duties and responsibilities and hierarchical arrangement of various services within the State concerned. The information available on these points has, at best, been sketchy and it has as such not been possible to make detailed comparisons. The fact that several State Governments have appointed Pay Commissions during the recent months has also ruled out any elaborate comparisons being made on the basis of existing scales of pay. The Commission, however, has kept in view the scales of pay in vogue under various State Government while making its recommendations in regard to pay scales.

Cost of Living

4.19. "To the employees", says the (Second) Central Pay Commission, "wages and salaries are not ends in themselves but only means, principally, for consumption, and it is therefore not the face value but the real value of their wages and salaries that matters to them." Almost all the witnesses have therefore stressed the need to take into account the cost of living in evolving a pay structure which is to contain reasonable pay scales. They point out that the present salary structure, devised nearly two decades ago, has become absolutely out of tune with the present levels of living costs and any revision in salaries attempted at this stage will have to ensure that the real value of salaries which had been steadily eroded away by spiralling prices shall have to

be restored in the first instance, to the extent possible. While it would be unrealistic to assume that every fluctuation in the cost of living shall have to be followed by a corresponding variation in the salaries of Government employees with a view to protect the real value of their salaries, there can be no serious doubt that any revision in the scales of pay taken on hand after a long interval shall have to take into consideration the impact of the movements of prices on the value of salaries. A Government servant may have no automatic right to the maintenance of the real value of his salary but there is a moral obligation on the part of Government in this regard and there is the consideration of the likely fall in the quality of recruitment and in efficiency if the fall in the value of the rupee is not reasonably compensated. A continuous fall in real wages leads to stoppage of savings, cuts on essentials and there is a consequent fall in efficiency and often a fall in the standard of integrity. Therefore, it is in the interest also of the employer that a fall in the real value of the rupee must be compensated either by a revision of pay scales or in some other ways. This is particularly called for in respect of the vulnerable lower strata of employees. At the level the social and ethical considerations to which attention was drawn earlier call for fixation of a wage which will provide a decent minimum in the context of the level of prices. This has been in a sense realised and has taken the shape of grant of dearness allowance meant to neutralise the rise in cost of living. The two Central Pay Commissions also sought to fix the basic rates of salary with reference to a likely stable level of prices. This is as it should be for a revision of pay scales is a long term arrangement and scales of pay whether at the minimum level or the higher level must be based on a fairly long term view of the cost of living.

State's Capacity

4.20. The question of resources of the State is not divorced from the question of a reasonable pay structure and, at any rate, the Commission has been asked in the terms of reference to keep the resources of the State in mind. The pay scales must be so devised that the burden is not beyond the present and reasonably possible resources of the State. A pay structure which does not take into account the resources would be unrealistic and cannot be supported on any principle. In respect of a subsistence wage the employer's capacity to pay is, no doubt, irrelevant. But above the subsistence level, the principle of adjudication is that the capacity of the employer must be taken into account. Several witnesses stated that the question of resources is irrelevant and that the State must find the resources. But this is an extreme stand which cannot be justified. Quite a few witnesses were of the view that the resources are being wasted partly in non-developmental expenditure and partly in excessive employment. Non-developmental expenditure is a question of policy. Much of it is due to the implementation of some of the directive principles of the Constitution. On excessive employment what was urged not only by Associations of employees but also by some Heads of Departments was that there was scope for reduction of staff and that the saving effected by the reduction could be utilised for better remuneration to those retained who would then work with greater efficiency making up for the reduction in staff. This is a question relating to work load, method of disposal, staffing pattern etc., with which the Commission is not now concerned. The Government would be well advised to undertake an inquiry in this behalf, preferably through an agency qualified to make it. Some of the employees urged that the capacity of the Government to pay is virtually unlimited and depending upon the needs resources could be raised and hence limitations of resources should not be advanced or accepted as a criterion to limit the scope and magnitude of salary revision otherwise merited. It is no doubt true that unlike in the private sector where the capacity of the industry to pay would be a crucial determinant of the rates of remuneration of employees, the State's resources could be considered to be sufficiently elastic to accommodate additional burdens accruing on account of a salary revision; but, it should not be forgotten that the resources of the State are raised primarily by taxation and to the extent additional resources are to be mobilised by means of taxation the burdens on the community would be correspondingly enhanced. The inflationary pressures which have effected the employees of Government have had their effect over other sections of the community as well, imposing varying degrees of hardship. In the circumstances, imposing any additional burden on the rest of the community to safeguard the interest of employees Government could not be considered wholly defensible. It is for these reasons necessary that an objective

evaluation of the potential in regard to the resources of the State shall have to be made and a balance struck as between the need to provide better standards of remuneration for Government employees and the other claims on the State's resources. The priorities laid down in this behalf shall have to take care, not merely of the interest of the Government employees but also of different sections of the community for whose benefit the State has an obligation to spend its resources. The need for raising resources for development will also have to be kept in view. A more detailed examination of the State's financial resources is made in the subsequent chapter.

Lowest Grades

4.21. The feasible and practical approach in the light of all these considerations is to start with the lowest posts. There it is not only possible to have some measure of comparison with outside rates but there are certain other guiding factors. For several industries a minimum wage for the unskilled and semi-skilled group of employees has been fixed under the Minimum Wage Legislation. Wages for that class of employees have been fixed also under Awards made under the Industrial Disputes Act. The Constitution directs that an attempt be made to introduce a living wage. Although a living wage may not as yet be attainable when the national income itself is still fairly low, a wage which would take into account the reasonable minimum needs of the employee and which would be above the subsistence wage is not unattainable. Since Government service is a full time job, no other employment being permitted, if reasonable efficiency is to be expected the lowest salary paid should be guided by the concept of minimum remuneration. The factors which go to make up the minimum remuneration of the unskilled and semi-skilled are now fairly well-established. It would be right in principle and also practicable to arrive at a reasonable figure of wages for the lowest class of Government servants described as class IV employees of Government. The determination of such a minimum remuneration and the considerations underlying such determinations are discussed in a subsequent chapter.

Topmost Grades

4.22. The next stage would be to fix a reasonable maximum for the topmost posts. The Constitution itself provides a broad upper limit. The Chief Justice of a State High Court can get under the Constitution not more than Rs. 4000/- per month and the puisne Judge not more than Rs. 3500/-. These maxima cannot be overlooked. Nor is it possible to overlook the maximum fixed for the supertime and senior posts in the All India cadre. The Chief Secretary to Government belonging to the Indian Administrative Service cadre is entitled to a pay of Rs. 3000/- and the Secretary to a pay scale of Rs. 2500-125/2-2750. If this is what the Secretariat head gets, the pay scales of those below him automatically acquire a certain ceiling. The present maximum of Rs. 2000/- is for Director of Health and Medical Services, Chief Conservator of Forests, Director of Education, Chief Engineer. It has been urged by some witnesses and in some replies to the questionnaire that the maximum be reduced consistently with the socio-economic objectives. The socio-economic objectives do not necessarily call for reduction of the maximum, but call for reduction of the disparity between the lowest paid and the highest paid. Such reduction has been taking place since 1939. Taking a concrete instance the disparity between the pay of the Chief Secretary to Government and of the lowest paid is as under :—

	1939	1947	1961	1966
Peon's pay and dearness allowance	Rs. 14 Rs. —	Rs. 30 Rs. 25	Rs. 65 Rs. 10	Rs. 65 Rs. 59
	Rs. —	Rs. 55	Rs. 75	Rs. 124
Chief Secretary's pay and dearness allowance	Rs. 3,000	Rs. 3,000	Rs. 3,000	Rs. 3,000
Disparity	1 : 214	1 : 54	1 : 40	1 : 24

Moreover, the objectives of a high salary at the top level cannot be overlooked. It is to obtain the cream of intelligent and able people for the services of the Government. At that level it is necessary not only to have people of that intelligence and ability but also to ensure integrity and complete fairness in administration. It is necessary that people occupying those posts are able

to maintain that integrity and fairness. The pull of the private sector and of the profession for intelligent and able people cannot be overlooked. Even at the lower levels in Government service people of talent will be attracted inspite of the pull of the private sector and the profession if they can look forward to rising to a few well paid posts. There is therefore no justification for any reduction in the maximum. In fact in suitable cases the maximum would have to be stepped up particularly in cases where there have been recruitment difficulties. Some witnesses on the other hand have barked back to the pre-1931 pay scales and desired that the highest paid should have their salary worth as much, in real value of the rupee, as it obtained then. At that time there was a large British element in the higher posts. The Indian element belonged to well-to-do classes. The latter had educated themselves at their own cost. These and other considerations determined salaries at the higher level at that time. These circumstances do not obtain to-day. The (Second) Central Pay Commission also did not go back to pre-1931 level inspite of rise in prices. Taking all facts together the maximum could reasonably be fixed, exceptions apart, at a level slightly below the starting pay of the Secretary to Government.

Intermediary Grades

4.23. Above the lowest level and below the maximum the determination of the intermediary pay scales could reasonably be on the basis of internal relativities. The relativities to be kept in mind would be vertical and horizontal. This is also the necessary corollary of a hierarchical structure. The different levels of that structure indicate differences in work, responsibilities, skill, etc. At these different levels, difference of pay should be maintained commensurate with the difference in the nature of work, the skill required, the qualifications and experience or training needed, and responsibilities placed. The vertical relativity should also ensure a line of promotion and a line of control and would provide a method for fixing responsibility. Similarly between similar levels in different departments of Government or different branches of the same department there should be an attempt to provide for horizontal relativity, that is to say, where different posts carry roughly the same level of work and responsibility they should have broadly the same pay and minor differences in the content of the work need not be reflected in minor differences in pay. However, that does not mean that differences in qualifications be ignored or that substantial differences in work should not reflect themselves in the pay. The importance of the quality of work or of the departmental work as a whole to the Government cannot be altogether ignored and a flat horizontal relativity is not to be aimed at. For example, even where the duties and responsibilities attached to the posts are apparently comparable an employee with higher qualifications may accomplish the task more effectively than another with distinctly lower qualifications and if the Government on administrative considerations should decide that some of the posts in a particular service should be held by those possessing superior qualifications than may be generally prescribed for the class of posts a differentiation in pay in favour of the person having better qualification cannot be considered to be unjustifiable, and a preferential treatment being given to an incumbent possessing higher qualification cannot be considered to be violative of the principle of equal pay for equal work in so far as a qualitative difference in the same quantum of work may be presumed to exist. The only qualification that has to be added to the acceptance of this principle is that where for the same post two different qualifications, one lower and the other higher, are prescribed, the Government must be deemed to have considered that the requirements of the job could be fully met by a person possessing the lower of the qualifications and in such instances if a person in possession of a higher qualification happens to be recruited, he could be given a higher start in the same scale of pay and there would be no justification for a different, higher scale of pay for him. Similarly with regard to inter departmental relativities, if a common base is absent, an artificial equality is not to be attempted. For instance, while the officers of the Agriculture Department urged that their scales of pay should be founded on the principle of parity with the scales of pay of the Engineering Services, the Engineering Services, in turn, sought parity with All India Administrative Services. Similarly, while the veterinary graduates sought to equate themselves with graduates in medicine, they, in turn, sought comparisons with scales in force elsewhere. A common base for founding such relativities is virtually non-existent. Vertical relativities are therefore more important and more practical of attainment than horizontal relativities. Horizontal relativities should no doubt serve as a corrective wherever imbalances are noticed as between scales of pay in the different departments for comparable levels.

CHAPTER V

PAY STRUCTURE

5.1 The general principles which should guide the determination of the salary structure as a whole having been explained in the previous Chapter, it is necessary next to determine the basic considerations which should be kept in mind for the formation of classes and cadres and for the determination of the remuneration as between them and between one class of post and another so as to ensure that it is comparably fair as between them.

5.2 The practical approach adopted by the Commission in regard to the designing of the salary structure of the employees of Government has been, firstly, to determine the broad frame work of the entire Government service, comprising distinct classes, so that each class would typify a substantial difference in the content of the jobs falling within it as compared to the next higher or the next lower class; secondly to divide each class into a minimum number of grades to reflect variations in degree between jobs that fall within each class; thirdly to group within each class or grade, cadres or posts carrying broadly comparable duties and responsibilities; fourthly to select salary scales for each class or grade in such a way as to ensure appropriate progression from grade to grade and from class to class; and lastly to rationalise the pay structure with a view to eliminate anomalies or inconsistencies in it and to introduce broad parities in the levels of remuneration in different departments and generally to make the pay structure operationally efficient.

Criteria for Differentials

5.3 For any scientific classification of posts primary importance has to be attached to the necessary attributes or characteristics which the incumbents of such posts are expected to possess. These attributes could be listed as (a) physical, representing manual or visual effort; (b) intellectual, covering comprehension, initiative and disposition towards the job; (c) educational, representing academic attainments and specialised skills acquired; (d) experience, acquired over years; (e) capacity for leadership and assumption of responsibilities; (f) decision making. Division of various posts into different classes has to recognize the differences in the combination of attributes required for the jobs while the differences in the degree of each such attribute should be reflected in the division into grades.

5.4 With a view to elicit opinion on the factors to be taken into consideration while determining a suitable level for remuneration for various posts and cadres the Commission had included a section on pay structure in its questionnaire. The Commission also discussed relevant points in this regard with many of the witnesses who gave evidence before it. Among the several points brought out as relevant to the fixation of rates of remuneration, great stress was sought to be placed on the following :--

- (a) qualification, training, skill and experience required for the post;
- (b) degree of arduousness or unpleasantness involved in the job;
- (c) quantum of responsibility attached to the post;
- (d) importance of the job to the community;
- (e) market rates of compensation for the same or similar jobs;
- (f) prospects of promotion to higher posts;

In addition, factors like availability of recruits of requisite calibre and scarcity of specialised skills were stressed as germane to the issue.

5.5 There can be little doubt that a pay scale for any post shall have to be evolved keeping in view all these criteria, in-as-much they constitute various tests of the fairness of remuneration,

but the relative importance to be attached to the different criteria cannot be uniform. The primary determinates of the scale of remuneration can only be the intrinsic characteristics of the job depicted by, the qualifications and experience expected or recruits, the nature, complexity and volume of responsibility devolving on the incumbents. Factors like hierarchical status, standard of living based on status, territorial jurisdiction of posts and vesting of statutory powers cannot be given any weightage independently of the volume of responsibility they engender. The validity of reference to market rates as a criterion of salary determination has been discussed in the earlier chapter. Comparison with rates of remuneration outside Government services can at best be an indication of a temporary equilibrium in a given supply-demand situation, but should serve as a corrective to any imbalance in the pay structure, nevertheless. The availability of recruits has a bearing on the fixation of remuneration. There are certain courses where because of high standards prescribed for admission qualified people are short supply. Although this fact does not bear on the intrinsic quality of the job, some secondary criteria have to be evolved, to bear upon the determination of salaries, based on availability of recruits and shortages in particular occupations.

5.6 A great deal of stress was placed on prospects of promotion as a consideration that should influence the determination of salary levels. It was pointed out that in so far as opportunities of promotion are different from department to department, uniform scales of pay even when based on comparable qualifications, duties and responsibilities would work to the disadvantage of those who have relatively scarce opportunities of advancement. The prospects of promotion in a particular service are of course closely bound up with the question of distribution of staff over various levels. The other factors that impinge on the prospects of promotion are, the organisation of the line and staff agencies of the departments, the distribution of staff in the technical and non-technical hierarchies, recruitment policies and expansion of the organisation. It would, therefore, not be practicable to attach undue importance to the fact that promotion opportunities are either scarce or for particular reasons are not available for any length of time. It may however be useful to provide where necessary junior and senior scales for the same post and in some cases of real hardship a selection grade. A special consideration in the matter of devising pay scales would also be justified in the case of certain isolated posts for which no avenues of advancement at all can be expected to exist. A special reference to such posts in various Departments will be made under relevant chapters.

Time-Scale

5.7 The present pay structure is on a time scale basis. There are a few instances of fixed pay but they are of the nature of exception. The time scale which replaced the grade system long ago has come to stay. Its essential features are that the Government servant progresses from the point of entry, normally the minimum of the scale, by periodical increments to the maximum and thereby it provides for an assured rise without reference to the availability of posts in the higher grade. This system of gradual and steady increase is in keeping with increase in efficiency and experience and increase in Government servant's financial responsibilities. It also promotes a sense of achievement and contentment. There are, no doubt, some drawbacks in a time scale. There is, for example, no differentiation between those who are outstanding and those who are average. But on the balance the system has advantages and there is no going back on it. The Commission proposes to eliminate fixed pays as far as possible and substitute in their place a time scale.

5.8 The important points to consider in a time scale are the length of the time scale, the period and rate of increment, the ratio, if any, between the minimum and the maximum of the scale, the desirability of an efficiency bar in the scale and the need for a probationary stage at the time of entry into the scale. There is the further question of overlap between the scales.

Span

5.9 In considering the length of a time scale a distinction must be made between a career scale, which is an entry scale to which direct recruitment is made and which represents the normal

expectation of an officer, unless the advances by promotion, and a promotion scale. Sometimes a scale at a higher stage which is an entry scale for a direct recruit may also be a promotion scale for a promotee to that scale. Such a promotion-cum-entry scale may well be treated more appropriately as midway between an entry and a promotion scale for considering the length of a scale. Witnesses are agreed that a promotion scale be shorter than an entry scale and that the entry scale be sufficiently long but not too long. If the entry scale is short and the Government servant gets no promotion, for one reason or other, he will remain at the maximum of his scale, for a long period and will feel frustrated. This is likely to result in indifference to work and loss in efficiency. At the same time the span should not be so long that a person who is not promoted will not reach his maximum sufficiently before his retirement. A promotion scale, on the other hand, must be reasonably short, for a long scale will mean that the promotee may not reach the maximum of the scale. The promotee must have a reasonable chance to reach the maximum where there is no further promotion. Although the witnesses are broadly agreed on these points they are not agreed on the length of the two scales. For an entry scale the suggestions have varied from 15 to 25 years and for the promotion scale 5 to 10 years. In the matter of length of scale the lowest categories of employees stand apart. Their scales have always had a short span. The type of work which they are called upon to do is of routine nature and it being the lowest scale, it is desirable that the incumbent progresses to the maximum in a reasonably short period particularly when, as is usually the case at that level, the avenues of promotion are few. At the same time it should not be so short as to cause deterioration later. The period of between 10 to 12 years would be appropriate. For other entry scales the period must be longer. It is not possible to be rigid about it but the governing considerations are clear. They relate to maximum efficiency, maximum responsibility and promotion prospects. The (First) Central Pay Commission was of the view that the entry scale be of about 20 years and the (Second) Central Pay Commission broadly agreed with it. The evidence before the Commission shows that by and large the domestic responsibilities of an employee would be largest when he is in his middle or late forties by which time he would also normally reach his optimum level of efficiency. The Commission has felt that a scale of eighteen to twenty years' length would suit the requirements of such posts ideally. In the case of certain technical posts for which the age at entry is higher and others which require some years of experience in addition to academic accomplishments scales of shorter length (generally 14 to 17 years) are considered sufficient. Scales of the same length are considered appropriate also for categories of posts from which promotions are normally available. Short-scales have however been evolved for posts filled largely on promotion since longer scales in such instances would mean that many incumbents of such posts may not reach the maximum of the scale before superannuation. A span of 8 to 10 years has been considered suitable.

Increments

5.10 All witnesses agree that the increments should be annual. Biennial increments exist in a few scales and do not commend themselves. There is no particular merit in them. A Government servant's financial responsibility grows practically every year till he is past middle age. With the growing responsibilities the resources ought to expand, however, little the addition may be. A waiting for two years causes worry and promotes no particular purpose. An annual increment gives the servant a sense of relief and advancement and deserves to be adopted. Biennial increments could if at all be justified only in the top promotion scales which are of short duration and where the incremental amount is large.

5.11 The rate of increment is another major constituent of a time-scale. Three different schemes of increment have been adopted by different Pay Commissions; (1) a uniform rate of increment throughout the length of the time scale; (2) a higher increment in the initial stages and a lower at the top stages or vice-versa; and (3) increment rates being high in the middle stages with lower rates initially and at the top of the scales. The general preference among the employees has been for increment rates to progressively increase over the length of the time scale. None appears to favour a high increment at the initial stage or middle stage and a lower one at other stages. A high increment at the initial stage has, no doubt, the merit of making the initial pay

scale more attractive and the by attracting recruits, but on the otherhand the real purpose of the increment is to enable the servant to meet his growing responsibilities, besides being a recognition of the servant's growing experience and usefulness. Increments must also provide sufficient incentive to the employee to go on improving and should as time passes provide a sufficient margin for saving. An increment in the ascending order is therefore to be preferred. Witnesses are not agreed as to the amount or rate of the increment. Most of the suggestions made are ad hoc. It is however obvious that the rate of increment should not be as low as to fail in its purpose. In some of the lower scales the rate of increment is Rs. 0-50 paise. The Commission is inclined to think that an increment of this magnitude can hardly be treated as an improvement in emoluments over years of service and has accordingly proposed an increment rate of Rs. 2/- on the lowest scale evolved by it. In the other existing pay scales, the rate of increment has no uniformity. The feasibility of providing an increment as a percentage of pay was put to witnesses and many of them favoured it. Such a system would introduce some uniformity and also be fair and meet any objection on the ground of arbitrariness. However, rigidity on that point is also not desirable. Some elasticity should be there having regard to the level of pay scale, its length, the minimum and the maximum, and the number of increments to be provided for. The Sachivalaya and Allied Offices Staff Association suggested 4 to 6 percent. Several Heads of departments also suggested 5 to 6 percent. The Commission feels that the scheme of increment should be so devised as to ensure an increment of about 5 percent at the start of the scale growing into substantial figures during the middle years of the scale and rising in absolute figures towards the end year of the scale but falling as a percentage of the pay. The principal consideration behind the approach has been the fact that during the middle years of service the employee's responsibilities reach their maximum and it is during this time that an employee matures in service and therefore deserves encouragement. It was pointed out to the Commission by a large number of official witnesses that there is tendency on the part of employees to quit service within the first 5 years and instances of Government servants quitting their jobs after putting in 5 years or more of service are by far fewer. In a memorandum submitted to the Commission the Finance Department also drew attention to the same problem and proposed that in order to provide incentives to employees to continue in service a substantial jump may be provided in the time scale at the end of the fourth or fifth year of service, in addition to normal increments. The department recommended that no increments need be given for some years after such jump, so as to lighten the consequent financial burden. The Commission has given the most anxious consideration to the Finance Department's suggestion. Providing a jump in the time scale at the fifth or the sixth year may no doubt serve as an inducement for an employee to continue in service, but it also would operate as a bounty for everyone of the employees at a very early stage in his career when he could still be considered relatively inexperienced. Moreover, in so far as distinctions based on performance are not to be made, the substantial addition to emoluments may be totally unmerited in several instances. The proviso relating to biennial increments or no increments for some years thereafter is not likely to find favour with employees generally, since it would deny them the psychological satisfaction of advancement which earning of an increment provides. It is for this reason that the Commission has eliminated biennial increments and provided annual increments on all time scales. Moreover, the objective of retaining in service employees who have tendencies to leave after initial years of service may be attained by providing for an enhancement in the rate of increment in the time scale at the end of the first five or six years. The Commission also feels that towards the end years of the scale a decent rate of increment would enable the employees to put by some saving and as such any reduction in the increment in absolute figures at that level would not be justified. Also in Departments where chances of promotion are not adequate in a relative sense, many employees may have to remain on their time scales for very long and the reduction in the rate of increment in the later stages of the time scale may cause them hardship.

Minimum and Maximum of a Scale

5.12 In the memoranda submitted to the Commission and the evidence before it the demand on behalf of the employees has been for the maximum of the time scale to be $2\frac{1}{2}$ to 3 times the

minimum of the scale. Some were also of the view that the maximum should be only 40 or 50 percent higher than the minimum to be reached in the course of about 10 years. Those in favour of a higher ratio between the minimum and the maximum, seem to have been influenced by a desire to match emoluments to growing domestic responsibilities of employees with the passage of time. Any such fixed or irrevocable ratio cannot be considered to be practicable. It is no doubt necessary to provide for a rise in the emoluments with the passage of time so as to enable the employee to meet his growing responsibilities and to provide him with saving wage in later years of life as also an adequate return for his accumulated experience, but the maximum of the time scale cannot be fixed without regard to the nature and measure of responsibilities attached to the post and maxima of time scales for higher grades to which the employee could aspire for promotion. The minimum as also the maximum should therefore be fixed on the basis of a balance of the interest of the employee and of the community and should aim at providing fair remuneration to the employee without being seriously out of proportion to the responsibility attached to the post.

Efficiency Bar

5.13 On the question of efficiency bar two views have manifested themselves in equal measure. One view is that it is necessary, the other that it is not. Those who say that it is not necessary do not say that it is purposeless but are of the view that it is either not used at all or it is misused, that is, it is used for a purpose for which it was not intended. But a non-user or a misuser does not militate against its desirability. Some of the Heads of Departments were inclined to feel that efficiency bars were not being enforced seriously and therefore did not serve any purpose. The evidence of other Heads of Departments, however, showed that the efficiency bars were being used and used with care. The feeling among employees seemed to be that they were enforced harshly, and as a measure of punishment. The opposition of the employees to the continuance of the efficiency bars seems to emanate from a feeling that it is meant to operate as a punishment for inefficiency and therefore while punishment like stoppage of increment and withholding of increments exist there is no reason for efficiency bars also to operate. This approach to the question of efficiency bars is however erroneous and does not appreciate the positive role the efficiency bars are intended to play.

5.14 The object of an efficiency bar is not to penalise an employee for positive inefficiency but to ensure that a reasonably efficient employee does not lapse into ineptitude on account of the sense of security that automatic progression along a time scale is apt to induce. It should also serve as an occasion for assessment of performance and a timely word of caution to those whose levels of performance are not upto what is expected at that stage of his service and experience. In short an efficiency bar makes an employee vigilant about the standard of his performance. The provision of an efficiency bar is a corollary to a regular grant of increment. A grant of increment postulates, among other things, an increase in efficiency. The (First) Central Pay Commission observes:

“We are not prepared to ignore the fact that right down from the time of the Islington Commission, all responsible authorities have regarded the principle of the efficiency bar as an indispensable part of the time scale system, if it is to work satisfactorily.”

The (Second) Central Pay Commission has observed that an arrangement under which the poor and indifferent worker can go on earning increments for 20 to 25 years just as a good worker does is hardly conducive to good morale or special effort. (Chapter X, para 11). The Commission, therefore, feels that efficiency bars should find a place on time scale and has also generally proposed a jump in the rate of increment after the same both as an incentive and as a reward.

5.15 Certain minor points about the operation of an efficiency bar may be considered in brief. There should not normally be more than two efficiency bars to indicate two stages in the Government servant's service career. The first stage is where he has gained sufficient knowledge of the service and has in the meanwhile acquired some proficiency in his initial job. The first test for efficiency may therefore come immediately after 5 or 6 years' service. If he has not profited from his

experience by that time it is clear that one of the objects of the grant of an increment has been lost on him and it is time for him to improve. There would be a second stage in a long scale, the placement of which must depend on the duration of the scale and opportunities for promotion on the higher scale. An enhancement of increment has been generally provided after the second efficiency bar also. In the case of employees promoted from lower posts the efficiency bar on the scale may not operate if it should occur within two years of the time of promotion. The second efficiency bar on the scale may operate in the case of such an employee if there be one or the operation of the efficiency bar may be postponed by two years if there be no second efficiency bar in the scale. Before that second stage is reached a Government servant who is capable would have gone up into a promotion scale, where there is one, and the second stage is meant to test that the Government servant who has not gone up has not stagnated or deteriorated in efficiency.

5.16 The question that test be applied to enable a Government servant to cross an efficiency bar has been raised. Obviously, the test should not be a test meant for promotion. As the (Second) Central Pay Commission observes "marked industry and ability can be recognized by promotion", but "it is only through an efficiency bar that a practical distinction between satisfactory and unsatisfactory worker can be made." The grievance regarding strict and at times harsh enforcement of efficiency bars is founded on the fact that the criteria for deciding the issue are largely subjective. While it may not be possible to eliminate subjective assessment altogether in this context, laying down of standards capable of objective interpretation and implementation would ensure fair operation. The test should be whether a comprehensive analysis of the record of service establishes that the performance of the employee has been positively satisfactory as distinguished from merely average or barely tolerable level of attainment. For this purpose the service record of not less than preceding three years should as a whole be taken into consideration. The question which authority should decide the stoppage at efficiency bar was raised by some of the associations and the suggestion put forward was that it should be not the head of the office or department but a committee. Various suggestions were made as to how the committee be composed of. There is no particular merit in having a committee. No instances have been brought to the notice of the Commission to show that the head of office or department has not acted fairly. It is enough if a reasonable procedure is provided for so that a Government servant knows his failings and endeavours to improve. In this context the Government may examine the desirability of communicating to the Government servant the circumstances justifying his stoppage at the bar and taking his explanation if any, into consideration before a decision is made. After an order of stoppage is passed it is desirable to review the position every year with a view to decide whether a withdrawal of the order can or should be made. When the order is reviewed favourably to the Government servant, the head of the department or office, as the case may be, should have the right in deserving cases to place the Government servant in the scale where he would be if he had not been held up.

Probationary Stage

5.17 Most of the Association of employees and almost all Heads of Departments were agreed that there should be a probationary stage at the time of entry into the time scale but they expressed themselves against the present system of having probationary stages below the regular minimum of various time scales. It was argued that the probationer is expected to perform the same duties as any regular incumbent and should therefore be entitled to draw the same rate of remuneration. It was also pointed out that the probationary stages are counted as the initial stages of the time scale in respect of promotees and this deprives them of the benefit that would have accrued otherwise in cases where their pay on promotion is fixed under rules at the minimum of the time scale for the promotion post. A different point of view expressed by some official witnesses was that to the extent that the probationer is only a learner, he need not be given the normal time scale during the period of probation. The Commission has carefully considered both points of view. It is no doubt true that the probationer is a learner and is on trial and is therefore distinguishable

from the regular incumbent of the post; but the probationer is recruited to fill a specific vacancy and is therefore a full time officer actually employed on the job during the period of probation which may or may not include periods of training. There can therefore be no justification for remunerating him at a rate lower than the prescribed minimum of the time scale for the post. A distinction that can be drawn is between the probationer in the sense referred to above and an apprentice who received training for the job but does not actually perform the duties of the job. The Commission does not envisage that a trainee or apprentice of the type mentioned should also be started at the minimum of the time scale of the post to which he may eventually be appointed on completion of training. In such cases a fixed training allowance or apprenticeship allowance would suffice. In the case of probationers, however, satisfactory performance of duties during probation should only count for confirmation in the service, and improvement in performance or satisfactory discharge of duties during the period of probation need not earn him an increment as in the case of regular incumbents. The Commission, therefore, recommends that the present system of starting probationers on a pay lower than the minimum of the time scale of the post may be discontinued and probationers may be allowed to draw the minimum of the time scale of the post during the period of probation without earning any increment. An increment at the normal rate may however be granted on completion of probation.

Overlapping of Scales

5.18 Whether salary scale of a grade should overlap that of the lower grade or not is a question of some importance in the context of designing time scales. A large number of official witnesses and representatives of staff Association took exception to the arrangement of overlapping scales on the ground that on promotion the benefits accruing to an employee who is promoted are marginal and in some cases there is a reduction of emoluments on promotion. This latter contention, however, appears to be based on a misunderstanding, since under an amendment of the Bombay Civil Services Rules, Government have provided for fixation of pay on promotion in such a way as to ensure a certain minimum benefit to employees who are promoted. The relevant extracts from the Government Resolution, Finance Department, No. PAY-1264/463-CH, dated the 5th January, 1965, are quoted below :—

“ It has been decided that where a Government servant holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a substantive, temporary or officiating capacity to another post carrying duties and responsibilities of greater importance than those attaching to the post held by him, in the normal course of promotion or transfer, his initial pay in the time scale of the higher post shall be fixed at the stage next above the pay notionally arrived at by increasing his pay in respect of the lower post by one increment at the stage at which such pay has accrued, provided that—

(i) whether a Government servant immediately before his promotion or appointment to the higher post was drawing pay at the maximum of the time scale of the lower post, his initial pay in the time scale of the higher post shall be fixed at the stage in that time scale next above such maximum of the lower post;

(ii) these orders shall not apply in cases where a Government servant holding a post in any capacity is appointed to another post by nomination through a competitive test or otherwise by the Gujarat Public Service Commission or the Departmental Selection Boards, Committees, etc. ”

Junior and Senior Grades

5.19 The question of having more than one time scale at the same level of service, sometimes referred to as a junior or lower grade and a senior or upper grade, an employee entering the lowest grade and gradually working his way up, was put to a number of witnesses who appeared before the Commission. The (First) Central Pay Commission had recommended such an arrangement as an incentive of efficiency and to counteract the deadening effect which the certainty of normal

progress in the time scale is likely to create. Wherever promotion are not rapid the Commission proposed the introduction of a lower and upper scale with provision for abler men being promoted to the higher scale fairly early in service. This arrangement did not however find favour with the employees' Associations, presumably on the ground that so long as duties and responsibilities for various posts remained the same, different levels of remuneration are not justified. Some also pointed out that recruitment to the lower levels would be adversely affected if a reasonable certainty of reaching the maximum of a particular time scale did not exist. A number of Heads of Departments also seemed to support this view and in fact several proposals were made to the Commission for unifying different grades in the departments so as to provide running scales comprising of two or more different grades. Some of the recommendations regarding the integration of grades have been accepted, especially where the Commission has felt that such integration would help improve the recruitment situation. Integration of grades representing differing levels of responsibility has however not been generally accepted. The argument that provision of junior and senior grades within a service is not justified where the duties and responsibilities attached to various posts are identical is not entirely convincing. Even under the normal scheme of incremental progression along time scales the emoluments of employees doing the same work would vary from stage to stage on the time scale. The justification for the difference in the emoluments between grades would be that the quality of performance is expected to be different; the added advantage being that the system provides for rewarding better performance and thus operates as an incentive to greater effort.

Selection Grade

5.20 A related aspect of the matter concerns the provision of selection grades. The selection grade is created with the object of providing incentives to employees who have no avenues of advancement or have very limited opportunities of promotion to higher posts. Several heads of departments have come forward with proposals for creation of selection grades for various cadres in their departments on these grounds. While the principle of providing a selection grade under circumstances where normal opportunities of advancement are either non-existent or are severely circumscribed, is unexceptionable, the operation of such selection grades bristles with practical difficulties. Thus, where the cadres are operated at different levels by different authorities uniform yardsticks for selection cannot obtain. Similarly, where the cadres are very small or several posts in the organisation have not been formed into a cadre a selection grade would be operationally ineffective and confer little benefit. In addition, the rate of expansion of various departments is widely disparate and any evaluation of prospects of promotion in the case of expanding departments based on empirical data pertaining to any particular point of time is bound to lead to erroneous conclusions. In the circumstances, the Commission's approach to the question of creating selection grades is guided by pragmatic considerations. The Commission does not generally favour selection grades for class I and class II posts which are themselves career grades and the time scales for these posts are to be evolved with that object in view. In the case of class III posts however the Commission has either continued selection grades or liberalised them, wherever necessary, so as to ensure their fair and equitable operation. In several other instances the Commission has proposed liberal revision of scales for posts which carry little prospects of promotion with a view to ensure benefit for a larger number of employees.

Rationalisation

5.21 The Government Resolution laying down the terms of reference of the Commission requires the Commission also to examine the multiplicity of pay scales in existence at present with a view to reduce them to a reasonable minimum. The existing pay structure under which there are 701 scales of pay, 80 for class I posts, 79 for class II posts, 500 for class III posts and 42 for class IV posts is unwieldy and operationally cumbersome. Many of these scales are identical except for slight variations of the minimum or the maximum or different rates of increments or a different arrangement of incremental slabs. The rates of increment vary from 50 paise per annum to Rs. 125/- per annum. Instances of biennial and even triennial increments are noticed. The

preamble to the Government Resolution referred to above has admitted the anomalies of the present structure of pay scales in the following words :—

“ It is also observed that some of the pay scales are very close to each other and there may be different pay scales for posts which have identical work and responsibilities attached to them. This is a result of *ad hoc* decisions taken in the past. The existence of such vast number of pay scales, which means, in many cases, different pay for the same kind of work leads to heart-burning and dissatisfaction amongst Government servants. It is, therefore, necessary that the question of rationalisation of pay scales should also be taken up.”

5.22 The primary purpose of the scheme of rationalisation has necessarily to be to ensure to the maximum extent feasible that uniform standards of remuneration apply in all departments of Government, based on the principle of equal pay for substantially equal work. The scheme of rationalisation under the circumstances has to be guided by the following objectives:—

- (1) reducing the number of scales by grouping together scales which are similar but have minor differences;
- (2) streamlining the scales so as to introduce consistency in the matter of length, rates of increments and arrangement of increment slabs etc.;
- (3) evolving uniform scales as far as possible for common categories of staff and for posts carrying more or less same responsibilities in several Departments;
- (4) introducing some horizontal uniformity in the matter of starting pay, for similar categories of posts, particularly those to which direct recruitment is made.

A subsidiary point in the matter of rationalisation is the desirability of uniformity of designations wherever feasible.

5.23 While evolving a scheme of rationalisation of pay scales the Commission has endeavoured to meet the following situations :

- (a) In any scheme of rationalisation, it is inevitable that certain categories of Government servants would be adversely affected in terms of possible reduction in the emoluments. It is therefore, necessary to ensure that such loss in the case of existing incumbents is eliminated to the extent feasible by devising an appropriate formula for fixing of pay in the revised scales.
- (b) Rationalisation of scales should not eliminate or diminish the attraction for Government services by reducing the present emoluments in any substantial measure.
- (c) In any scheme of rationalisation, the benefits that would accrue to different categories of employees would be disparate, especially in the context of the large number of scales in force even for like categories. Evolving a common denominator in terms of pay scales covering all such categories would mean that those who draw the highest pay scales and those who draw the lowest in the same class would have to be fitted into a new scale in which the rate of benefit may be the least for one and the large for the other. It is, therefore, necessary that the grouping of several categories is done in such a way that the benefit for categories who deserve it most is not the least.

5.24 The practical approach adopted by the Commission has been to evolve in the light of these considerations a set of scales for the more numerous and important categories of staff in various departments and to fit others as far as possible in one or the other of the standard scales evolved. The Commission has tried to put different posts carrying more or less the same responsibilities into a common scale without making any attempt to mark minor differences in the content of work with minor variations in the rates of pay. The principle of broad-banding of posts has necessarily to be pursued in this regard since even at levels where comparisons in terms of qualifications are not possible remuneration for comparable degree of responsibility shall have to be the same.

5.25 In its memorandum to the Commission the Finance Department has recommended that the scales of pay in force could be reduced to less than a hundred. The Department has outlined a scheme for classifying posts as of Taluka, Sub-district, district, regional and sub-regional levels and evolving three or four scales of pay into which functionaries at these levels could be fitted, depending upon the inter-sevariation in the quantum of responsibility among those at the same level. The department also proposed that for the lower subordinate service such as clerks and senior clerks two scales of pay one applicable to the State level offices and the other to offices at other levels may be evolved. The Commission's approach to the question is that scales of pay for various posts should be so devised as to be consistent with the nature and quantum of responsibility attached thereto and that uniformity in the levels of remuneration based either on comparable territorial jurisdictions or comparable hierarchical status cannot be insisted upon. The scales of pay recommended by the Commission take full cognizance of differing levels of responsibility of various posts. As regards the suggestion for evolving different scales for the lower clerical cadres, the Commission feels that the nature, complexity and the magnitude of responsibility devolving on the functionaries at these levels do not significantly vary depending upon the level of the office. The supervisory responsibilities of the higher clerical cadres cannot also be considered to be distinctly different in an office at a higher level. Therefore, so long as the nature of work is not substantially different any attempt to introduce a disparity in the pay scales at these levels based on job-location will not be justified. On the contrary it is at these levels that general parities in the levels of remuneration are necessary and warranted.

5.26 Suggestions have been made to the Commission that the number of pay scales should be reduced to as low as a figure as 10 to 12. Some witnesses even cited the experience of foreign countries in this regard. An eminent administrative analyst who favoured the Commission with a reply to its questionnaire also suggested that the multitude of present scales could be incorporated within a pay structure covering 10 to 12 grades cutting across services and posts, with a view to make personnel and salary administration easier and more effective. According to the newspapers reports, a Study Team of the Administrative Reforms Commission has also recommended rationalisation of all Central and State Government's pay scales into 12 standard grades. The 12 standard grades evolved by the Study Team are reported to be—(1) Rs. 70-90, (2) Rs. 90-140, (3) Rs. 140-240, (4) Rs. 240-500, (5) Rs. 500-900, (6) Rs. 900-1300, (7) Rs. 1300-1600 (8) Rs. 1600-2000 (9) Rs. 2000-2500, (10) Rs. 2500-2750, (11) Rs. 3000 and (12) Rs. 3500. The Commission has carefully examined the question of reduction of the number of pay scales. While it is true that the sole guiding factor in this regard has to be the reduction of scales to the barest minimum compatible with the needs of administration for recognizing only substantial differences in qualifications and responsibilities attached to the various jobs, the fact cannot be ignored that the present pay structure has evolved out of certain historical processes and is inextricably linked with traditions in administration. While it is obvious that radical changes are called for, in attempting these changes it would be necessary to proceed with restraint so as not to cause any distortion of the relative positions in a hierarchy in a civil service where hierarchical levels bestow status and represent links in the chain of command. The Priestley Commission's observation in connection with a similar problem is worth recalling. The Commission pointed out, "the current arrangements have persisted for many years, are part of the service way of living and may well have induced a number to enter service. It would thus be unwise to seek to introduce reforms of so drastic a character as to create deep, widespread and justifiable resentment in a large area of the public service." While a substantial reduction in the number of scales of pay would doubtless help in standardisation of the administrative structure and elimination of unnecessary classifications of levels of responsibilities it may not be achieved except at a very exorbitant cost and in combination with a scheme of revision of salaries the cost might well prove to be beyond the resources of the State. A more pragmatic approach is therefore called for under the circumstances.

5.27 Further refinements are feasible in the scheme of rationalised pay scales if techniques of job evaluation could be applied to various cadres and posts with a view to arrive at standardi-

sation of levels of responsibility. Different techniques of job evaluation have been developed. However, the system by its very nature would need a large number of trained investigators, to obtain factual information relating to each job and a large number of competent analysis to assess and evaluate the data furnished by the investigations. The Pay Commission has neither the time nor the complement of staff trained to undertake such an extensive task. It may, however, be worthwhile if in the context of the administrative re-organisation comprehensive job evaluation studies could be undertaken with a view to evolve standardised scales of remuneration.

5.28 The Commission has noticed in some departments and offices a bewildering number of designations. The Directorate of Ports and the Directorate of Stationery and Printing may be instanced. Even in respect of engineering jobs there are different designations in different departments which are likely to confuse. It has not been possible for the Commission to undertake an inquiry into this subject. It would be worthwhile for the departmental Heads to go into this question and suggest some rationalisation in that behalf.

5.29 In the course of examination of the scales of pay in vogue in the different Departments, the Commission came across several isolated posts for which no regular avenues of advancement are available in the Departments in which they exist. The Commission discussed with several official witnesses possible solution to the problem posed by such isolated posts. It was pointed out that at non-gazetted levels there might be difficulties of constitution of common cadres or absorption of these posts into like cadres wherever such may exist. The Commission has given anxious thought to this matter. While it may be true that there would be a certain amount of functional specialisation within the Department, the advantages gained by such specialisation would be more than offset by the sense of frustration that might set in if normal avenues of advancement available to other employees of like categories were not to be available to the incumbents of such isolated posts. Merely fitting them into scales of pay in common with other similar categories may not solve the problem. The Commission, therefore, feels that wherever possible, isolated posts may be absorbed in regular cadres where such cadres exist in other departments and the incumbents of such posts may as far as possible be had on deputation from the constituted cadres. There would still be a few instances where constitution of common cadres or absorption in existing cadres may not be possible. The Commission has tried to fit these isolated posts into one or other of the standard pay scales evolved irrespective of the degree of benefit that might accrue. If in such circumstances the degree of benefit appears to be larger than is due it shall have to be deemed well deserved in the context of lack of opportunities for advancement.

5.30 The Commission is aware that the scheme of rationalisation evolved by it cannot be successful if in future posts were to be created on entirely different scales of pay. It is conceivable that arguments might be advanced trying to distinguish posts or cadres from those included in different pay scales by the Commission. Any such attempt would eventually lead to a relapse into the present state of chaos in the matter of pay scales referred to earlier. As far as possible new posts must be created only on one or the other of the pay scales recommended by the Commission and at best where distinct differences in regard to duties and responsibilities are made out and separate pay scales for such posts are not administratively feasible special pays may be sanctioned.

CHAPTER VI

MINIMUM REMUNERATION

6.1 The norms earlier evolved for salary differentials as between different classes or grades of employees, starting from a pre-determined base, could well serve the requirement of employees in whose cases factors like educational qualifications, experience or levels of responsibility are relevant considerations, but there are strata of employees, generally referred to as the unskilled or semi-skilled, for whom the salary is not so much a payment for their productivity or the price for the skills they possess as a primary means of subsistence. Their wages would therefore have to be fixed with reference to other standards such as the physiological and social necessities of life, irrespective of what could be justified on a play of economic forces or an evaluation of work load or responsibility. When one speaks of minimum remuneration one has usually in mind the employees at this level. The need for a reasonable minimum at that level has been earlier referred to in the discussion relating to the principles of salary determination. The principles governing that minimum and the amount to be considered reasonable remain to be examined.

Concept of the Minimum

6.2 The concept and content of remuneration of the employees at this level has been the subject of much academic discussion by different bodies and this discussion has sought to distinguish between (1) bare subsistence wage, (2) minimum wage, (3) fair wage and (4) living wage sometimes referred to as representing the poverty level, subsistence level, subsistence plus level and the comfort level respectively. Nomenclature has sometimes been different with different bodies and the wage at the bare subsistence level has sometimes been referred to as the minimum wage. What is important however is not the nomenclature but the level of the wage. As to this level it is obvious that what may be a subsistence wage in one country may be a fair wage in another and what may be a fair wage in one country may be a living wage in another depending upon the economy of the country. Similarly, what may be a fair wage at one stage of development of a country may be a subsistence wage at another stage. The Supreme Court in **Express Newspaper Private Limited Versus Union of India** (1959(I) S.C.R. 12) after referring to a certain opinion of the Bombay Government goes on to say (page 86) :—

“It will be noticed that the ‘fair wage’ is thus a mean between the living wage and the minimum wage and even the minimum wage contemplated above is something more than a bare minimum or subsistence wage which would be sufficient to cover the bare physical needs of the worker and his family, a wage which would provide also for the preservation of the efficiency of the worker and for some measure of education, medical requirements and Amenities.”

“It will also be noticed that the content of the expression ‘minimum wage’, ‘fair wage’ and ‘living wage’ is not fixed and static. It varies and is bound to vary from time to time. With the growth and development of the national economy, living standards would improve and so would our nations about the respective categories of wages expand and be more progressive.”

In **Standard Vacuum Refining Co. Versus Its workmen** (A.I.R. 1961 S.C. 895) the Supreme Court observed (at page 900) :—

“In dealing with wage structure it is usual to divide wages into three broad categories; the basic minimum wage is the bare subsistence wage; above it is the fair wage, and beyond the fair wage is the living wage. It would be obvious that the concepts of these three wages cannot be described in definite words because their contents are elastic and they are bound to vary from time to time and from country to country. Sometimes the said three categories of wages are described as the poverty level, the subsistence level and the comfort or the decency level. It would

be difficult, and also inexpedient, to attempt the task of giving an adequate precision to these concepts. What is a subsistence wage in one country may appear to be much below the subsistence level in another; the same is true about a fair wage and a living wage; what is a fair wage in one country may be treated as a living wage in another, whereas what may be regarded as a living wage in one country may be more than a fair wage in another.”

Living Wage

6.3 What should be the minimum remuneration for an employee of the lowest level would therefore depend upon the question of what it is we are aiming at and what is feasible. The Constitution no doubt aims at a living wage for a worker. Article 43 directs the State to endeavour to secure, by suitable legislation, economic organisation or in any other way, a living wage to the worker, and some of the Associations of employees have referred to and relied on this direction in support of the scales of pay demanded by them. It is necessary to understand what a living wage is. In the *Standard Vaccum Company case* (supra) the Supreme Court refers to the following observations of Philip Snowden as to the contents of the living wage :—

“The amount of the living wage in money terms will vary as between trade and trade, between locality and locality. But the idea is that every workman shall have a wage which will maintain him in the highest state of industrial efficiency, which will enable him to provide his family with all the material things which are needed for their health and physical well being enough to enable him to qualify to discharge his duties as a citizen.”

And the Supreme Court goes on to say that it is in this broad and idealistic sense that Article 43 of the Constitution has referred to the living wage. The living wage so contemplated provided amongst other things for optimum diet, good education for children, expenditure on self development. The Fair Wages Committee appointed by the Government of India in 1948 to advise them on fair wages observed in their report (1949) :—

“In India, however, the level of national income is so low, at present, that it is generally accepted that the country cannot afford to prescribe by law a minimum wage which would correspond to the concept of living wage”.

The high wages paid by the *Standard Vaccum Company*, to which reference has been made by the Supreme Court in the above case, were not considered by the Supreme Court as amounting to a living wage. The recent Dearness Allowance Commission (the *Gajendragadkar Commission*) in its report has stated (Chapter IV para 4) :—

“The items which constitute the essential ingredients of a living wage cannot be exhaustively indicated. A living wage takes into account not only the modern amenities of life but also the ever-increasing and Legitimate hopes and expectations in the minds of the employees. In the present context of our economic progress, this concept is bound to be treated as hypothetical and as an ideal to be reached.”

Subsistence Wage

6.4 It is obvious that the living wage cannot be the wage at the lowest level in the present economic conditions of the country; it is not feasible. On the other hand, it is equally obvious the State cannot permit the minimum to go down to the level of a bare subsistence wage. Such a wage could be the result of the naked play of supply and demand where unemployment is large. In a welfare State which aims at social and economic justice as enshrined in the preamble to the Constitution considerations of right and wrong, of propriety and impropriety, fairness or unfairness must, as observed by the Supreme Court in the *Standard Vaccum Company case*, enter into the constitution of the wage structure. In a country like India where there is considerable unemployment at the lowest level, the employee if left to his own resources is not in a bargaining position and cannot bring about a wage which corresponds to a fair payment for services rendered. Even

economically this is not desirable because such a wage is bound to affect efficiency. It is obvious therefore that the minimum remuneration must be above the subsistence level. If the State has to achieve this by legislation such as the Minimum Wages Act in respect of private employment, the same approach is to be reasonably expected of the State for its own employees.

Need Based Minimum

6.5 The minimum remuneration therefore must be a wage about the subsistence level. If it is reasonably above the subsistence level for the country under consideration, it would be called a reasonable wage at the lowest level or a reasonable minimum. Whether we call it a fair wage or by any other name is a matter of nomenclature. But how is such a wage to be determined? What are the norms to be applied? Mr. Justice Higgins sitting at the President of the Australian Commonwealth Court of Conciliation posed to himself the question, in the Harvester case what was the model or criterion by which fairness or reasonableness was to be determined and he stated "a fair and reasonable wage in the case of an unskilled labourer must be an amount adequate to cover the normal needs of the average employee regarded as a human being living in a civilised community." The norm was therefore the normal needs of an average unskilled labourer regarded as a social human being. At another place the learned Judge observed that marriage being the usual fate of adult man, the wage should take account of the matrimonial condition. The Fair Wage Committee, earlier referred to, attempted to lay down more specific norms when they said in their report in 1949 that :—

"The minimum wage must provide not merely for bare sustenance of life but also for the preservation of the workers' efficiency and therefore for some measure of education, medical requirements and amenities."

Thus arose the concept of a need based minimum, a wage which would provide for (i) adequate sustenance, (ii) preservation of the efficiency of the worker, (iii) some measure of education and medical requirements and (iv) some amenities which would also cover social responsibilities.

6.6 The concept of the need based minimum for an industrial worker took concrete shape at the 15th session of the Labour Conference held in July 1967. The Conference was concerned, as just stated, with the wages of the industrial worker. The Conference agreed with the recommendations of its Committee that the minimum wage for an industrial worker was need based and should ensure the minimum needs of the industrial worker irrespective of any other consideration. To calculate the minimum wage the following norms were recommended :—

(i) the standard working class family should be taken to consist of 3 consumption units for one earner; the earnings of women, children and adolescents should be disregarded;

(ii) minimum food requirements should be calculated on the basis of a net intake of 2700 calories, as recommended by Dr. Arold, for an average Indian adult of moderate activity;

(iii) clothing requirements should be estimated at a per capita consumption of 18 yards per annum which would give for the average workers' family of four, a total of 72 yards;

(iv) in respect of housing the norm should be the minimum rent charged by Government in any area for houses provided under the subsidised Industrial Housing Scheme for low income groups; and

(v) fuel, lighting and other miscellaneous items of expenditure should constitute 20 per-cent of the total minimum wage.

It was however recognised that there may be cases where difficulties might be experienced in implementing the recommendations and therefore the recommendations went on to say that where the minimum wage fixed was below the level recommended it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the norms laid down.

The norms laid down read in the light of the proviso just mentioned indicate that the need-based minimum was above the subsistence level and was meant to cover as much distance towards a fair wage as possible.

6.7 The employees of Government in general have sought fixation of minimum remuneration on the basis of the standardised norms for consumption of a standard family laid down by the 15th session of the Labour Conference. The computation of the monetary value of a minimum remuneration can also be made on the basis of survey of actual family budgets. The employees have therefore also placed before the Commission their estimates of the proper family budgets. They have lastly, in support of their claim for a minimum of certain proportion, invited attention to the remuneration paid at the lowest level in the organised private industry. It would be convenient to consider the last two aspects of the question of minimum and then proceed to the consideration of the norms laid down by the 15th session of the Labour conference.

Factual Setting

6.8 The Commission has studied the family budget data furnished by several staff Associations. The fact that there is wide variation among the calculations furnished, in relation to price level adopted or the family size or even in regard to items included, makes it impossible to place any reliance on them. The data supplied to the Commission in this behalf is summarised in the table below :—

Table I

Sr. No.	Commodity Group	Name of the Association													
		Gujarat Rajya Class IV Servants' Association		Sahivalaya & Allied Offices Class III Association		Forest Deptt. Class III Servants' Association		P.W.D. Class III Servants' Association		Gujarat Agriculture Department Ministerial Staff Association		Gujarat Sales Tax Class III Staff Union—Ahmedabad			
		1966 prices	4 Consumption Units	1965 prices	3 Consumption Units	Dec. 1966 prices	3 Consumption Units	1965 prices	3 Consumption Units	1966 prices	5 Consumption Units	1966 prices	4 Consumption Units		
1	2	3	4	5	6	7	8	9	10	11	12	13	14		
I	1 Cereals		Rs. 31.20		Rs. 31.50		Rs.		Rs. 43.20		Rs. 43.00		Rs. 43.00		
	2 Pulses		10.00		9.90				11.40		15.00		10.80		
	3 Oils & Fats		30.00		25.00				29.10		16.00		31.70		
	4 Milk & Milk products		15.00		31.50				7.50		61.00		25.20		
	5 Vegetables & Fruits		15.00		42.30				9.90		15.00		15.00		
	6 Sugar & Gur		9.50		7.20				4.80		16.00		14.60		
	7 Animal Food		..		48.60				..		..		..
	Total Food		111.60		196.20		130.00		105.90		166.00		134.50		
II	Clothing		15.00		12.00		20.00		12.00		48.00		36.20		
III	Housing		16.50		30.00		35.00		20.00		71.50		56.50		
IV	Miscellaneous-Fuel lighting		40.70		59.25		37.00		27.58		70.00		86.00		
	Total		183.80		297.25		222.00		165.48		355.50		313.20		

Other estimates furnished to the Commission by other Associations are equally disparate. There is no agreement either as to the number of consumption units or as the food requirements per unit. In the absence of any study carried out on the subject of the family budget of Government employees in the lowest pay range or of statistical data the varying calculations furnished by some of the Associations cannot form the basis of an accurate assessment. In fact it would be presently noticed that the levels of minimum wages demanded by the Associations on the basis of these figures are considerably higher than the levels of earnings even in many sectors of industry.

6.9 The average level of earnings of workers at the lower levels in the organised private sector is not uniform. The data available under the Payment of Wages Act for the year 1964, 1965 and 1966 tabulated below provides information on the average level of earnings for the relevant years in several sectors of industry in the State.

TABLE—II

Sr. No.	Name of Industry	Per capita annual earnings of employees		
		1964	1965	1966
		For employees earning less than Rs. 200 p.m.	For employees earning less than Rs. 400 p.m.	
1	2	3	4	5
1.	Food except beverages	801	1004.87	1131.23
2.	Tobacco	367	436.97	442.12
3.	Textiles	1995	2425.69	2645.04
4.	Wood & cork except furniture	822	913.77	1063.15
5.	Printing, publishing and allied industries	1487	1715.27	1874.89
6.	Leather and leather products except footwear	1115	1189.76	1378.49
7.	Chemicals & Chemical products	1619	2032.77	2358.15
8.	Machinery except electrical machinery	1180	1393.60	1555.35
9.	Electrical machinery, apparatus, appliances and supplies	1245	2773.34	3008.67

The average earnings per-capita for all workers in the State of Gujarat was as follows :—

Sr. No.	Year	Per capita annual earnings	
		Less than Rs. 200	Less than Rs. 400
1	2	3	4
1.	1962	1666	1764
2.	1963	1613	1714
2.	1964	1756	1888
4.	1965		1848.17
5.	1966		2041.35

The figures in the last two columns are not strictly comparable in as much as the returns under the Payment of Wages Act are obtained only for a single group comprising all persons earning less than Rs. 400 per month. The fact that the per capita earnings relate to all earnings upto Rs. 200 in respect of column 3 and upto Rs. 400 in the case of column 4 of the above table would however show that at the lowest level the per capita earnings would have been lower than these averages indicate. In this context the present level of earnings of class-IV employees in the Government of Gujarat cannot be said to be appreciably below these averages.

6.10 The Commission has also collected information on the earnings of non-industrial employees of the rank of peons/messengers in non-Government sectors. This information has been tabulated below :—

Level of salaries in the Non-Government sectors for non-industrial staff

Sr. No.	Organisation	Range of basic pay	Range of D.A.	
			Minimum	Maximum
1	2	3	4	5
1.	Associated Cement Co.	40—90	168	220
2.	Life Insurance Corporation	82—150	85.39	
3.	Indian Oil	84—102	48	48
4.	Minerals & Metals Corporation	70—85	59	59
5.	Gujarat State Road Transport Corp.	70—90	59	59
6.	Gujarat Fertilisers	30—40	95	95
7.	Metal Box	32—74.50	105	130
8.	Tata industries	90—160	72	129
9.	Reserve Bank of India	106—160		
10.	Hindustan Lever	50—101.50	157.64	246.50

The variations in the total emoluments and particularly in the basic pays is significant. The rates of Dearness Allowance are not uniform. A comparison with these wages does not therefore serve as a firm indicator of the levels of minimum wages.

6.11 The Government of Gujarat have in the last few years fixed minimum wages for several industries and trades in the State on the basis of the recommendations of the Minimum Wages Advisory Committees. The rates of wages applicable have been prescribed either on a daily basis or a monthly basis. The rates vary as between different regions. In the table below the information has been summarised indicating both the minimum and the maximum of the minimum wages fixed as also suitably weighted average of the rates recommended for different zones.

TABLE III

Wege rates per month

Sr. No.	Name of Industry	Maximum Pay Rs.	Minimum Pay Rs.	Average Pay Rs.
1	2	3	4	5
1.	Public Motor Transport	90.00	90.00	90.00
@2.	Oil Mill	78.00	62.40	72.80
3.	Printing & allied process	90.00	75.00	87.50
4.	Tannery, leather manufactory :—			
	Tanneries	83.20	78.00	80.60
	Leather Manufactory	88.40	80.60	84.50
5.	Local authority	107.25	97.50	102.37
6.	Powerloom industry	90.00	75.00	82.50
7.	Shops & Commercial Establishment	100.00	80.00	95.00
8.	Construction or maintenance of Road or building operations	78.00	52.00	71.50
9.	Salt Pan Industry	71.50	71.50	71.50

1	2	3	4	5
10.	Rice Mill, Flour Mill or Dal Mill	78.00	62.00	75.00
11.	Cotton Ginning or Cotton Processing Manufactory	80.00	60.00	75.00
@12.	Stone Breaking or Stone Crushing			
@13.	Agricultural labourers—			
	Casual Labourer	78.00	39.00	49.40
	Permanent Labourer (Male) Rate per year	1000.00	300.00	547.00
14.	Jari Industry	95.00	75.00	90.00

Weighted averages wherever necessary are computed by giving appropriate weights to different zones, considering the concentration of workers.

@Wage rate per day for the industry has been converted to monthly rate on the basis of 26 working days in a month.

A reference to the table would indicate that the average level of earnings which should constitute a minimum wage for these industries and trades is considerably lower than even the present level of remuneration for the lowest grades of Government employees.

6.12 While these figures indicate the levels of earnings in the industrial sector, data on per capita income for the State for the corresponding years would highlight the general levels of living of the entire population of the State including those sections which do not benefit from any legislation on wages as also the self-employed sections of the population. The per capita income of the State for the year 1961-67 remained at the levels indicated below :—

Sr. No.	Year	Per capita income in rupees at 1960-61 prices
1	2	3
1.	1960-61	339
2.	1961-62	362
3.	1962-63	351
4.	1963-64	353
5.	1964-65	369
6.	1965-66	340
7.	1966-67	340

Based on the figures of per capita income if the annual income of the family of four were to be estimated the total income could not exceed Rs. 1,360 per annum which is less than the present total remuneration of a class IV employees in this Government. Data on per capita income cannot, of course, be taken to be an unerring indicator of the level of living of the working classes inasmuch as it is at best an average and represents more the pattern of distribution of incomes rather than any standards of earnings or living of particular classes. The Commission has referred to these figures only to highlight the empirical setting in which the question of determining the minimum remunerations to be gone into.

Applicability of Norms to Government Servants

6.13 The problem of identifying a minimum wage level based on the needs of a worker now needs to be examined and the only course open to estimate these needs is to base the estimation on standardised norms. The Government employees have, as earlier stated, placed considerable

reliance on the recommendations of the 15th session of the Labour Conference, earlier set out, in support of their claim as to the amount of minimum remuneration. Now these recommendations are related to the industrial worker. For Government servants certain factors enter into the picture. A Government servant enters service within a prescribed age limit, between 18 and 25 generally, not so an industrial worker. Therefore, at the time he enters he has, by and large, no burden of a family except perhaps a spouse. This has not been disputed in the evidence before the Commission. Then again a Government servant gets a time scale of salary which is not, by and large, the case with the industrial worker. A time scale takes care of increasing responsibilities. The (First) Central Pay Commission while providing for a minimum remuneration of Rs. 55/- for class IV employees and a minimum remuneration of Rs. 90/- for class III employees, at a cost of living index of about 285 (1949=100), on the basis of minimum requirements of a family of three units, has stated (para 60) :

“ It must be remembered that the estimates of minimum requirements above referred to relate to a period when the employee may be reasonably expected to have at least two children to support besides his wife. This will roughly be about the seventh or eighth year of his service even according to Indian conditions. As we are providing for an incremental scale in nearly all cases, an employee who starts with a total income (including dearness allowance) of Rs. 55/- (or Rs. 90/- in a middle class family) would, in fact, be receiving an additional remuneration by the time he reaches the seventh or eighth year of his service.”

Therefore according to the Commission the fact that a Government servant enters service at an early age and the fact that he gets an incremental scale of pay have a bearing on the question of what should be the minimum remuneration for a Government employee. Speaking of the norms laid down by the 15th session of the Labour Conference Mr. Justice K. T. Desai as the National Industrial Tribunal observes in his Award of Bank Employees, made in June 1962, (Chapter V para 55) :—

“ It is a resolution passed in connection with the needs of an ‘industrial worker’. The norms laid down by it are standardised norms applicable to all industrial workers whatever may be their age and whatever may be the number of years of service they may have put in. The standard of a working class family has been laid as comprising 3 consumption units for one earner, the earnings of women, children and adolescents being disregarded. These three consumption units are intended to provide for one adult male, one adult female and two children. This norm has been laid down for the purpose of fixing a minimum wage at all stages, in the life of a workman. The norm would be 3 consumption units at a time when a workman may be unmarried and may have no children and dependants. This norm is equally applicable at a time when a workman may have more than two children and other dependants to maintain. This norm is laid down even when a worker may have an earning wife. It is a standardised norm representing the average need of a workman having due regard to various stages in his life. The minimum food requirements on the basis of a net intake of 2700 calories has been laid down even though human metabolism is such that after middle age lesser calories would be required than during the earlier period. The norm in respect of the minimum food requirements is a norm not based on the actual quantity of food consumed by workmen in India but represents the needs of the workmen in connection with what Dr. Akroyd considered was required to be consumed.”

Later on he observed (Chapter V para 89),

“ Where incremental scales of wages have been provided, and the growing needs of a workman at various stages of his service have to be considered the standardised norm which represents the average need of a life time cannot be made the starting point when the need is less ”.

Therefore, the norms laid down by the above Labour Conference do not in terms apply to Government servants in the matter of fixation of minimum remuneration.

6.14 The Central Government has not, it appears, accepted the recommendations of the 15th session of the Labour Conference as applicable to Government servants. The (Second) Central Pay
H-48-(I)-14

Commission made an enquiry from the Central Government on the subject and the reply that it received was (page 63 of the Report) :

“ The Government desires me to make it clear that the recommendations of the Labour Conference should not be regarded as decision of Government and have not been formally ratified by the Central Government. They should be regarded as what they are, namely the recommendations of the Indian Labour Conference which is tripartite in character. Government have, at no time, committed themselves to taking executive action to enforce the recommendations. ”

The recommendations of the Conference have also not been made applicable to employees in the public sector. Nor are the wages in the private sector founded on these recommendations. They could not reasonably be founded on those recommendations because of the high norms as compared to prevailing conditions in the country as pointed out by the (Second) Central Pay Commission. The norms were found by the Commission to be unattainable both on the physical and economic side in the present conditions. The Sugar Wage Board which recommended a minimum wage lower than that calculated on the fifteenth Labour Conference's norm remarked :

“ The board after careful review of the present economic position of the country and its requirements in the present developmental stage has come to the conclusion that it is not possible to give full effect to the norms laid down by the 15th Indian Labour Conference. ”

Similar conclusions have been reached by the Jute Wage Board and the Iron and Steel Wage Board. More recently the Maharashtra Pay Commission expressed the difficulties in the way of adopting the criteria laid down by the resolution of the 15th Labour Conference. After analysing various factors which bore on the question they observe :

“ It is wellnigh impossible and highly impracticable to determine wages according to the method and norms proposed by the 15th Labour Conference when such wages are intended to be Statewide and of uniform application as in the case of Government service. ”

In these circumstances, it would not be quite right to proceed to fix the minimum remuneration of Government servants wholly on the footing of those norms. One of the economists examined before the Commission stated that although the norms laid down by the 15th session of the Labour Conference were good, if they are adopted only for Government service they would create a privileged class and the question would be whether that would be proper in view of the present national per capita income.

6.15 However, the 15th session of the labour Conference has indicated a practical approach to the problem of the fixation of the minimum remuneration. It has sought to indicate the different aspects of the needs of the worker that have to be taken into consideration and although the norms laid down by it for an industrial worker may not in terms apply to Government servants of the lowest class the practical approach indicated by it could well be adopted and the norms laid down by it may suitably be modified in the light of the conditions of service in the Government and in the light of the mode of living of such servants, for, as observed by the (Second) Central Pay Commission a large percentage of class IV staff in Government even though not engaged in industrial operations have duties essentially comparable to those of unskilled and semi-skilled industrial workers. So far as the norms relating to housing, clothing and miscellaneous requirements are concerned it cannot be said that they would not apply to class IV servants of Government though one of the economists witnesses before the Commission did point out that in a country of shortages all round, as India is, norms even in this respect ought to be realistic and not idealistic. What really calls for study are the norms laid down in respect of consumption units and the food requirements.

Consumption Units

6.16 The question of the number of consumption units to be taken into account in respect of a class IV employee of Government is, as earlier pointed out, substantially affected by the conditions as to age of recruitment and the incremental salary. For an industrial worker the 15th session

of the Labour Conference laid down three consumption units consisting of one for the husband who is treated as the earner, .8 for the wife and 1.2 for the children. Now, in this respect, having regard to the differences pointed out, a class IV Government servant is more akin to a similar employee in a Bank than to an industrial worker. As to Bank employees the Sastry Tribunal observed that the size of the family of a workman should be taken as consisting of 1.8 consumption units at the initial start and that at the 10th year of his service, it should be regarded that a person has a family consisting of a wife and two children making a total of three consumption units. The Labour Appellate Tribunal which considered the Sastry Award did not agree with it and thought that 2.25 consumption units would be proper to start with and three consumption units in the 8th year of service. Shri K. T. Desai in his Bank Award, earlier referred to, refers to these views and after referring to the difference between the standardised norms adopted by the 15th session of the Labour Conference and the conditions of service of employees in a Bank, he agreed with the decision of the Labour Appellate Tribunal that 2.25 consumption units would be a satisfactory starting point for employees for whom it is intended to devise a pay scale. An executive of a public sector undertaking stated that the study carried out by them in the undertaking for the purpose of fixing the level of remuneration shows that among the group of workers of which that study was made the family liability was minima between the age 20 and 25 and the remuneration was fixed on the footing that there will be not more than two members, husband and wife, in that age group and that there will be an addition by the age of 27 and another by the age of 35.

6.17 On the other hand the representatives of the employees' Associations of Class III and Class IV have put forward a claim for 4 or even 5 consumption units. They have given varying figures as to adults including the dependents and children. It was urged by the representatives that in view of the pattern of organisation of families in this part of the country the size of the average family would be more than four and that dependent parents would generally form part of the family. They also claimed that in the household of Government employees even at the lowest level there will be little contribution to the earning of the wife and the adolescent children. Some of the witnesses have therefore expressed themselves in favour of inclusion of one adult dependent in addition to the three consumption units usually taken into account. No statistical data has been furnished in support of this claim. No study of the average family of class IV employee of this Government has been made. Similarly, no study has been made or data furnished on the question of the earnings of members in such a family. Views as to whether there are other earners in the family or not have differed in the evidence before the Commission. Reference was however made in the evidence to the findings of the Middle Class Family Living Survey of middle class families at Ahmedabad and Rajkot carried out in 1958-59. The study covered all middle class earners in stated pay ranges. The middle class family with which the survey was concerned was defined as a family which derived 50 per cent or more of its income during the reference month from earnings of its members who were gainfully occupied as employees in non-manual work in the non-agricultural sector. Manual jobs were defined as those involving mainly physical labour and non-manual jobs as those involving intellectual work. The average size of a middle class family was found to be 5.1 for Ahmedabad and 4.9 for Rajkot but the average size for different income groups differed. In the income range of Rs. 0 to Rs. 75 the average size of the family at Ahmedabad is stated to be 2.1 (no figures are given for Rajkot) and in the income range of Rs. 75 to Rs. 100 the average size of the family at Ahmedabad is 3.3 and at Rajkot 3.1 and in that of Rs. 100-150 it was 4.4 and 3.6 respectively. It was noticed that in general the families in the higher income groups were larger than the lower income groups. There is no basis for comparison with the families of class IV Government employees. A comparison on the basis of pay range would not support the claim of Government employees for a family of four to five consumption units for in the lowest range the family size for middle class is less as seen from the above figures. The only safe conclusion is that the average middle class family in the lowest range is not large and a comparison with that family if it can be made is not helpful to the claim made by Government employees in the lowest range. However, as earlier stated there is no sound basis for comparison.

6.18 If the comparison with a class IV Bank employee is right, the conclusion of Shri K. T. Desai on the subject of consumption units would be reasonably applicable. That conclusion is logically sound on the general considerations earlier mentioned, for, in so far as the concept of minimum wage is relatable to the total requirements of the family, so long as the full responsibilities do not accrue, the minimum wage of the worker with limited family commitments can be lower than what has been determined with reference to the requirements of three consumption units. While in the absence of adequate data it is not possible to make an accurate assumption regarding the size of the family or the number of dependents that an employee may have to support at the time he enters service, having regard to the considerations earlier mentioned it would be fair that the time scale for the lowest grade of employees starts at a point lower than that corresponding to the minimum remuneration for three consumption units. In these circumstances, the Commission considers that it would be fair if the 15th Labour Conference's estimate of three consumption units is assumed to be reached in case of Government employees at the lowest level somewhere after the 8th stage of the time scale.

Calories Per Unit

6.19 The calorific intake per unit of consumption for an individual worker's family was laid down to be 2700 by the 15th session of the Labour Conference. The need for a further examination of the nutritional requirements of a working class family having been indicated in the Third Five Year Plan (page 256) a sub-committee of the National Nutrition Advisory Committee was constituted to review and redefine the nutritional requirements of a working class family. The sub-committee recommended that for a normal working class family consisting of three consumption units an average of 2750 calories per consumption unit would be required. The Committee envisaged that the standard diet for industrial workers of Western India that could yield a required calories content would be as follows :—

Industrial Workers in Western India

Cereals	15.50 oz.
Pulses	3.25 oz.
Oil and fats	2.99 oz.
Total Animal food	2.50 oz.
Milk and Milk products	3.50 oz.
Total vegetables and fruits	7.50 oz.
Sugar and Gur	1.50 oz.

In arriving at the standard of nutrition required for a working class family the Committee made three important assumptions; firstly, that the activity level of the average industrial worker should be treated to be higher than that of the referenceman for moderate activity. Secondly, that the activity level of the wife of an industrial worker should be taken to be higher than that of a reference woman since in a worker's household the wife has not merely to look after the children and attend to other household work but has also largely to attend to outdoor work in connection with the running of the household. Thirdly, the Committee assumed that the two children included in the standard family would be respectively in the age group of 0-5 and 6-14. The actual calorie requirements worked out by the Commission is as follows :—

For the worker	2816 calories
For the worker's wife	2159 calories
For children—	
(i) in the age group 0-5	1230 calories
(ii) in the age group 6-14	2010 calories
Total	<u>8215 calories</u>

6.20 A class IV employee of Government is or the members of his family are not called upon to put in the same amount of physical effort as an industrial worker is and several witnesses appearing before the Commission have taken the view that a much lesser quantity would be quite sufficient. The (Second) Central Pay Commission has, in Chapter VII of its Report, referred to the fact that the Nutrition Advisory Committee of the Indian Council of Medical Research had scaled down the calorific requirement of a man engaged in moderate activity from 3000 to 2800 and had considered 2400 calories as adequate for a man doing light or sedentary work. They referred also to the evidence of competent witnesses before the Commission which went to show that the net intake of 2200-2300 calories would be nearer reality. They go on to say that the views of competent witnesses do appear to confirm that the minimum nutritional requirements may be reasonably taken to be somewhat lower than even the revised figures of the Nutrition Advisory Committee of the Indian Council of Medical Research. The Indian Council of Medical Research which was addressed by this Commission on the subject has in its reply dated 18th October 1967 stated that from the information available with them on the energy expenditure during various activities, the calorific need of an average Indian male (one consumption unit) doing light or sedentary type of work was 2430 per day. They gave the details of the calorific expenditure as under :—

Calorific expenditure

A.	8 hours in bed at basal rate of 36.6 cal/sq.m./hr. ($35.5 \times 1.62 \times 8$)	460
B.	8 hours off-work	
	1 hour personal activities (dressing washing shaving at 3.0 cal/kg. hr.)	165
	2 hours walking at 3 m.p.h. at 4 cal/kg./hr.	440
	4 hours sitting and standing activities at 1.7 cal/kg/hr.	374
	1 hour recreation at 4.4 cal/kg./hr.	241
C.	8 hours work (light or sedentary occupation) at an overall rate 1.7 cal/kg./hr.	750

Total A, B,C 2430

6.21 The basic differences in the activity levels of an industrial worker engaged in moderate activity and of the lower grade employees in Government service would thus have to be carefully evaluated. The lowest grade of employees who are largely deployed to fetch and carry cannot normally be rated as doing substantially more than sedentary type of work. The (Second) Central Pay Commission has no doubt observed that a large percentage of class IV staff even though not engaged in industrial operations have duties essentially comparable to those of unskilled and semi-skilled industrial workers. It is, however, problematical as to whether the level of nutrition required by a class IV employee would be the same as that of the industrial worker of moderate activity. The Commission does feel that a small difference in the activity level can certainly be made out in as much as the type of work that is expected is not anything that would call for any appreciable degree of physical exertion or effort. A calorie requirement of not more than 2700 might perhaps be adequate under the circumstances so far as the employee himself is concerned. In fact, a lower figure would not be unjustified. In regard to the employee's wife the Commission feels that there is a basic difference between the housewife of an industrial worker and that of a lower grade Government employee. In the strata of society to which the class IV employee belongs, the Commission considers that the responsibility for outdoor work with reference to which a higher activity level has been assumed by the sub-committee would not devolve on the wife and that it might be more realistic to fix the dietary requirement at the same level as for the reference women that is at 2000 calories. In the case of children having regard to the requirements of growing children of particular age groups the Commission considers that the calorific requirement laid down by the Committee can be accepted in full. Thus the total calorie requirement of a family would be computed as follows :—

- 2700 calories for the employee,
- 2000 calories for the employee's wife,
- 3240 calories for the two children.

Yielding a total of 7940 calories for three consumption units or 2650 calories per consumption unit at an average.

Diet Cost

6.22 The diet schedule recommended by the sub-committee of the National Nutritional Advisory Committee for industrial workers in Western India would not be suitable in view of the scaled down calorie requirements. The Committee has indicated the existing gap as in 1960-61 as between their recommendations and the availability of food-stuffs on the one hand and the actual levels of consumption of working class families.

Name of food stuffs	In ounces per adult consumption unit		
	Availability per a.c. unit of population	Allowance suggested by sub-committee per a.c. unit of work working class families	Actually consumed at present per a.c. unit by working class families
1	2	3	4
1. Cereals	16.2	17.7	18.3
2. Pulses	2.6	3.9	2.1
3. Oils-vanaspati	0.4 (exc. ghee)	1.5 (inc. ghee)	0.8
4. Sugar and Gur	1.7	1.5	1.00
5. Milk and Milk products	5.9	3.2	0.7
6. Fruits and vegetables	5.4	3.2	0.7
7. Animal Food	n.a.	2.1	1.0

Apart from the fact that in certain cases the allowances suggested by the Committee are higher than the rates of availability, the cost of the diet would entail a steep increase in the current levels of wages of the lower grade employees of a magnitude that the State cannot support without serious repercussions. Considering also that the per capita availability of food-grains fell to 14.2 ounces per day in the year 1966-67 as compared to the three-year average of 16.2 ounces in 1960-63 the feasibility of ensuring the diet specified by the Committee on an overall basis appears doubtful. The Commission considers that in the circumstances it would be pragmatic to base the nutritional requirements relevant to the determination of minimum wages on the diet schedule recommended by the Second Pay Commission.

6.23 The standard diet recommended by the (Second) Central Pay Commission is as follows :—

Cereals	15 oz.	425 grams.
Pulses	2 oz.	85 grams.
Vegetables	6 oz.	170 grams.
Milk	4 oz.	113 grams.
Sugar and Gur	1½ oz.	42.5 grams.
Vegetable Oil and ghee	1¼ oz.	35.4 grams.
Groundnut	1 oz.	28 grams.

The calorific value of this diet is a little over 2600 calories and the cost of the diet would therefore be reasonably taken into account. Computing the cost on the basis of 1966-67 prices the cost of this standard diet works out to be Rs. 34.26 ps. per consumption unit. Adding to this cost of clothing, housing and miscellaneous on the basis of the norms laid down by the 15th Labour Conference the total cost of the family budget works out to be Rs. 152.35. Corresponding to the index level of 195 this would be Rs. 156/-. The present level of remuneration for the lowest grade of employees inclusive of the dearness allowance range from Rs. 124-129. If the minimum wage of the quantum indicated by the calculation were to be adopted the increase would have to be of the order of Rs. 32 per person at the minimum. In so far as this has been computed on the basis of an activity level lower than that of an industrial worker, categories of Government employees whose activity level would be markedly higher would have to be provided with a

higher minimum wage. Building up a pay structure with suitable differentials based on this level of minimum wage would entail costs of a staggering magnitude. The Commission is aware that at present certain concessions are available to the lower grade employees in the form of educational and medical benefits. Children of employees earning upto Rs. 1600/- p.m. are entitled to half freeship. Medical aid is available free to the employee and the members of his family. Working clothes and uniform including woolen clothes are supplied periodically by Government. Leave Travel Concessions are available which have been liberalised recently all of which have the total effect of easing the burden on the family budget. Several of the witnesses have also concurred in the view that such benefits available to the employees could be set off against the wage to be determined for the lowest grades of staff. In the matter of housing also the rental liability of these employees is not likely to exceed $7\frac{1}{2}\%$ of pay and with the scheme of house rent allowance being operative in many of the urban centres the Commission is confident that the burden on the last grades employees would be considerably eased. The revision of the rates of house rent allowance would also be of benefit to them. While it would not be realistic to precisely evaluate the monthly value of these concessions and benefits the Commission considers that taking this into account the quantum of the minimum wage could be reasonably fixed at Rs. 146/-. This broadly corresponds to the level of the minimum standard of living enunciated by the working group for urban areas to be hereafter referred to, converted in terms of the requirements of three consumption units and projected to the index level of 195.

Scale of Pay

6.24 Now this minimum for three consumption units is to be translated into a time scale where the three consumption units are to be reached in the 8th year of the scale, for reasons earlier discussed, and the basic salaries are to be determined with reference to the cost of living index of 145 as discussed in the Chapter on dearness allowance. The minimum wage that is to be split into a basic wage and the dearness allowance component is relatable to the index level of 195. Splitting up the total minimum wage accordingly and fixing it into a time scale, the Commission recommends a time scale of Rs. 90-2-110 for the lower grade employees with dearness allowance at Rs. 40/-.

6.25 At this stage the Commission wishes to point out that some of the Associations of employees have asked for a lower level of minimum wage than their calculations based either on family budget or the standardised norms of the 15th Labour Conference indicated. To mention but a few; the Federation of Class IV employees put forth a plea for a revised scale of Rs. 75-90 and the Association of the employees of the Forest Department asked for a minimum wage of Rs. 125 for the lowest grades of employees. The Commission appreciates the pragmatism of this approach and desires to mention that the scale recommended corresponds fairly to what has been proposed by the Federation of class IV employees.

6.26 It would not be out of place to point out how the minimum proposed by the Commission compares what has been worked out by others on a scientific study of the subject. An eminent Indian economist Dr. M. H. Gopal who has made a special study of the structure of public salaries in the country, as a ratio of the floor level of salaries to the per capita income has opined that the operative range in the advanced countries is 1.5 to 3.5 times the per capita income and in a country like ours the ratio could be taken to be around 3.1. Taking the level of per capita income of Rs. 340 for the State in the year 1966-67 the floor level of salaries according to Dr. Gopal's thesis could be around Rs. 85/-. A working group set up by the Seminar on some aspects of planning which studied the question of a minimum standard of living recommended in 1962 that :—

- (i) The national minimum for each household of 5 persons (4 adult consumption units) should be not less than Rs. 100/- per month in terms of 1960-61 prices or Rs. 20/- per capita. For urban areas, this figure will have to be raised to Rs. 125 per month per household or Rs. 25/- per capita to cover the higher prices of the physical volume of Commodities on which the national minimum is calculated.

- (ii) This national minimum excludes expenditure on health and education, both of which are expected to be provided by the State according to the Constitution and in the light of its other commitments.
- (iii) An element of subsidy in urban housing will have to be included after taking Rs. 10/- per month or 10 per cent as the rent element payable from the proposed national minimum of Rs. 100/- per month.
- (iv) As a first exercise, the target period within which the national minimum should be attained may be taken as fifteen years from 1960-61 or by 1975-76.

6.27 It would also be appropriate to mention the remuneration paid to class IV employees in the Central Government and in other State Government. As on 1-1-1968, according to the information received by the Commission the position was as under :—

TABLE IV

Sr. No.	Government	Range of Basic pay	Range of D.A.
1	2	3	4
1.	Uttar Pradesh	55—75	44—44
2.	Bihar	65—72	37—37
3.	Madras	50—60	59—59
4.	Rajasthan	45—80	65—65
5.	Madhya Pradesh	55—65	47—47
6.	Mysore	50—60	47—47
7.	Kerala	60—80	59—59
8.	Punjab	30—35	65—65
9.	Orissa	45—55	49—52
10.	Andhra Pradesh	50—65	59—59
11.	West Bengal	60—75	48—48

The Commission considers that taking into account relevant factors the scale proposed by it is fair and is consistent with the principles governing the determination of the minimum remuneration of class IV employees.

Class III Employees—Co-efficient

6.28 A demand was voiced by several Associations of employees of class III status that a level of minimum remuneration for the lowest grades of class III employees should also be determined and that this level should be arrived at on the basis of a fixed co-efficient of 1.8 to the minimum wage for class IV staff, that is to say, the starting salary for the lowest class III employees should be 80 per cent more than the starting pay of class IV employee. No precise reasons have however been adduced in support of the adoption of the co-efficient except that the pattern of consumption and the standards of living of middle classes are different from those of the working classes. The genesis of the co-efficient referred to can be traced to the award of Mr. Justice Rajadhyaksha in a dispute between the posts and telegraphs departments and its non-gazetted employees. In para 148 of his award Justice Rajadhyaksha has discussed this point as under :—

“ In 1922-24 there was a middle class family budget enquiry in Bombay and it was found that a family consisting of 4.58 persons spent Rs. 138-5-0 per month. But the average expenditure of the middle class family in the lowest income group (having incomes between Rs. 75 and 125) per month was Rs. 104-4-0. In 1923 the cost of living index figure was 155 whereas in 1938-39 it was 104. According to these index numbers the cost of living of the same family

would be $\frac{103 \times 105}{155} = \text{Rs. } 69$ in 1938-39. The lowest income group in the middle class budget enquiry consisted of 329 consumption units. Therefore for an average family of 3 consumption units, the expenditure required in 1938-39 would have been $\frac{69 \times 3}{3.29} = \text{Rs. } 63$.

According to the findings of the Rau Court of enquiry a working class family consisting of 3 consumption units required Rs. 35 for minimum subsistence. It follows therefore that the proportion of the relative cost of living of a working class family to that of a middle class family of 3 consumption units is 35.63, *i.e.* the cost of living of a middle class family is about 80 per cent higher than that of a working class family."

The rule of three method adopted by Justice Rajadhyaksha has certain infirmities. The figures of Rs. 35/- reached by the Rau Court of Enquiry was only for purposes of determining dearness allowance and that body had sounded a note of caution against its accuracy or its being utilised for any other purpose. The indices of 1923 and 1938 referred to had different bases; the former had the base year 1914 and the latter 1933-34. There was nothing to indicate that they were based on the same basket of commodities or same pattern of consumption.

6.29 The extra 80 percent for mula does not appear to have been accepted by the (First) Central Pay Commission for as against the minimum remuneration of Rs. 55/- fixed by it for class IV employee, it fixed Rs. 90/- for class III which gives an additional 64 percent only. The Sastry Tribunal thought that 66 $\frac{2}{3}$ per cent was sufficient. The Central (Second) Pay Commission did not adopt the method of a co-efficient. They said (Chapter X para 13) :—

"We have considered whether there should be any direct rigid relativity between manual and clerical staffs, and we have come to the conclusion that the acceptance of any such relativity will be incompatible with the principles for determination of remuneration of Government servants which we have adopted. We have noticed that there is no such fixed ratio in outside employment. As far as we have been able to gather, in other countries also there has been no direct link or relationship between the remuneration of manual and clerical employees. For instance, in the United Kingdom which while the clerical officer had had an increase of about 63 per cent between 1939 and 1954-55, the messenger had an increase of 90 per cent during the same period. But as against that, during the last 2 years the wages of clerks have risen more than those of manual workers. We have not, therefore, sought to determine the pay of clerical and other similar staffs with reference to that of manual workers, but have considered independently what, in the present conditions, would be fair remuneration for each."

6.30 The Commission has examined this problem both from the point of view of determining a need-based minimum for the class III staffs and the practicability of adopting the ratio suggested. The Commission is of the view that the concept of a minimum wage per-se is not relevant to the determination of the level of remuneration for Government employees except at the very lowest levels. At the level of class III staff factors like education, experience, skills, the need for recruits of good calibre in Government services are all valid considerations and an artificial floor-level of salaries cannot be laid down in the case of these employees. Moreover, with persistent efforts aiming at the uplift of the standards of living of the working classes the differential between the standard of living of the working classes and middle classes should get narrower. However the Commission does recognize that certain basic differences do exist between the levels of living of the employees like peons and employees like clerks in Government service. A precise estimation of the quantum of this difference is not possible. The demand for a co-efficient arises because of the absence of sufficient material to enable a precise estimation to be made. When there is no sufficient basis for the quantum of difference all that can be said is that the existing differential may be continued so as not, to use the words of the One Man Independent Body appointed by the Government of India in 1964 to examine the rates of dearness allowance, "to depress the middle class to the position of the working class." Now the scale of the lowest class III employee is

Rs. 91-170 with a starting pay of Rs. 100/- for a matriculate. Therefore, the existing co-efficient with reference to basic salary is 65 : 100 if dearness allowance is not taken into account and 124 : 159 if the dearness allowance is taken into account. The co-efficient at the starting stage in the former case is a little over 1.4 and in the latter case a little over 1.3. Keeping this in mind and also taking into account the factors relevant to the fixation of the pay of class III employees the Commission considers that the basic salary of a class III employee of the lowest grade be Rs. 130/-. The quantum of dearness allowance is determined on other considerations. The differential in term of basic pay as also of total remuneration would increase with the years of service. The scale proposed for a clerk is Rs. 130-240. The dearness allowance recommended at the present price level at Rs. 130/- would be Rs. 40/- and at Rs. 240/- would be Rs. 60/-. This scale compares favourably with the remuneration for the lowest clerical level in several other States as can be seen from the table below.

TABLE V

Sr. No.	Government	Range of Basic pay	Range of D.A.
1	2	3	4
1.	Uttar Pradesh	100—180	44—47
2.	Bihar	105—155	37—65
3.	Madras	90—140	84—84
4.	Rajasthan	90—200	65—114
5.	Madhya Pradesh	90—170	47—90
6.	Assam	125—200	50—60
7.	Mysore	80—150	47—90
8.	Kerala	80—160	59—106
9.	Punjab	60—175	65—114
10.	Orissa	80—135	68—74
11.	Andhra Pradesh	80—150	59—106
12.	West Bengal	125—200	63—75

CHAPTER VII

Dearness Allowance

7.1. There was a near unanimity of views among the members of Government staff and the several witnesses who appeared before the Commission that the existing salary structure devised nearly two decades ago has become out-moded and out of tune with the changed social and economic context. The precipitous fall in real incomes engendered by an increase of the order of nearly 100 per cent in the general price level since 1949 has resulted in great hardship for all categories of Government employees and particularly those in receipt of low salaries. There was therefore a general demand that a revision of salaries should in the first instance serve to restore the intrinsic value of salaries and that the pay structure should carry built-in devices to afford protection against a fall in real income consequent on further upward price movements.

7.2. While it is true that a revision of salaries cannot be undertaken solely with reference to the increases in costs of living, it is apparent, as pointed out in an earlier Chapter, that any drastic reduction in the real value of the salary of an employee is bound to have adverse consequences not merely on his economic well-being but also on the standard of efficiency and integrity in service. It is thus necessary that a reasonable measure of protection against erosion of real purchasing power represented by a salary should be available especially in the case of those who are hit the hardest by such erosion.

7.3. The general approach of the two Central Pay Commissions to the question of safeguarding the interests of Government employees against the economic hazards imposed by spiralling costs of living, has been to devise the salary structure with reference to a reasonably stable level of prices and to match variations in the cost of living which impinge on the value of the salary by provision of a dearness allowance. Such an allowance was thus related partly to the absolute requirement of mitigating hardships of the lowest paid employees until prices came down and partly to the relative requirement of cushioning the impact of high prices, during the transitional period, for those who were not so low paid. Basically, therefore, the allowance was meant "as a device to protect to a greater or lesser extent the real income of wage earners and salaried employees from the effects of rise in prices". This approach is essentially pragmatic inasmuch as it provides on the one hand for linking salaries to a normally stable level of price so that their real value is not susceptible to abnormal variations and provides on the other for compensation for a fall in the purchasing power of salaries due to temporary fluctuations in the price situation. The choice of such a stable level of prices is therefore crucial to the scheme of revision of pay scales.

Price Base for Salaries

7.4. The selection of a suitable price base for the salary structure has to be guided by the following main considerations :—

- (1) The base so chosen should correspond to a reasonably stable level of prices likely to be reached in the not distant future. A continuously rising or continuously falling trend or violent fluctuations in the price level would throw the salary structure out of gear, since too frequent adjustments in salaries would be impracticable.
- (2) The base should represent a level below which prices are not likely to fall since a downward revision of scales of pay is not always feasible.
- (3) The base should correspond to a level of prices not so vastly different from the current level as to be unrealistic inasmuch as, firstly in the current economic situation a rapid fall in price in the next few years would be unlikely on account of the operation of complex economic forces and secondly because if the remunerations are related to a

level substantially below that of reigning prices on the assumption that the prices might come down in the long run, the difference will have to be made up by grant of sizeable dearness allowance over a very long time which would militate against the very concept of dearness allowance as a temporary adjunct to pay. Retaining dearness allowance at a very high proportion of basic pays would also deprive the employees of eventual benefits like pension, gratuity.

7.5. An analysis of the movement of prices from the fifties would be proper in the context of the selection of a price base for the salary structure in so far as the existing salary structure generally came into being in 1949 and has practically remained unaltered since. Measured in terms of the wholesale price index number, prices recorded an increase of 47.7 per cent during the 15 years period covered by the three Five Year Plans. The movement of prices during this period could be resolved into 4 distinct phases, the first covering the period 1951-56 during which, prices fell to the extent of 17.3 per cent, the second phase during 1956-57 to 1960-61 in the course of which prices rose by as much as 35 per cent, the third, covering initial years of the Third Plan which witnessed some measure of price stability and the last, comprising the end years of the Plan which showed a price rise of 29 per cent. This trend continued during 1966-67 and a large part of 1967-68 also. The percentage changes in the wholesale price index and its components during the different Plan periods is portrayed in Table I.

TABLE—I
Percentage change in the wholesale price index

	Ist Plan 51-56	IInd Plan 56-61	IIIrd Plan 61-66	1966-67
All commodities	—17.3	+35	+32.2	+15.7
Food	—23.0	+38.6	+40.7	+18.4
Liquor & Tobacco	—17.8	+35.7	+24.3	— 4.8
Fuel, power, light and libricants	+ 2.8	+26.1	+27.5	+ 5.3
Industrial raw materials	—24.3	+46.9	+30.1	+20.9
Manufactures	— 3.4	+24.3	+20.3	+ 9.2

An appropriate measure of this price rise is the compound rate of increase as shown in the table below :

TABLE—II
Compound rate of rise in prices

	50-51 to 65-66	55-56 65-66	60-61 65-66	61-62 62-63	63-64 65-66
General Index	2.7	5.9	5.8	1.2	8.9
Food	2.8	6.9	7.1	2.5	10.3
Industrial raw materials	2.5	6.7	5.4	— 3.2	11.5
Manufactures	2.4	4.1	3.8	2.1	5.0

7.6. As is well known a steady rise in prices which commenced during the initial phase of the Second Plan acquired inflationary characteristics during the final years of the Third Plan. The compound rate of increase in prices of food articles has generally exceeded the rate of rise in the composite index in all the periods, thus highlighting the role of food articles in the increases in the general index.

7.7. The main conclusions that have emerged from a study of price movements are :

- (i) the price level has shown a basic upward trend during the Second and Third Plan periods, the annual rate of rise being as much as 8.9 per cent for the last three years of the Third Plan as against the rise of 5.9 per cent for the entire period of 1955-56 to 1965-66;
- (ii) while prices of all commodity groups showed rise over the period the rise was by far the largest in the case of food articles;
- (iii) the persistent rise in the general price level is the result of basic imbalance between aggregate supply and aggregate demand accentuated by monetary forces.

7.8. Needless to say this increase in wholesale prices which has manifested itself in similar increases of retail prices has had a great impact on the family budgets of middle income groups and the low paid employees in whose family budgets expenditure on food claims a major share. The following table illustrates the movement of the consumer price index for the corresponding years :

TABLE III

Period	Percentage change in the working class consumer price index 1949=100
I Plan 1951-56	—4.95
II Plan 1956-61	29.17
III Plan 1961-66	36.29
1966-67 over 1965-66	13.01
1967-68 over 1966-67 *	11.00

* Average of eight months.

7.9. The Commission had the benefit of discussions with several of the leading economists of the country on the problem and prospects of price stabilisation in the near future. While many of them expressed grave concern over the state of the economy they were generally hopeful that with an improvement in the production situation and the exercise of monetary and fiscal discipline a reasonable measure of price stability is likely to be reached. However, on the question of the choice of a base year opinions tended to vary. While some were inclined to the view that a fall below the level of price in the year 1964-65 was not likely, others were confident that a fall to the 1963-64 level cannot be ruled out. In addition, two other points of view were placed before the Commission. It was said that a fall of the order of 20 or 25 per cent compared to the 1966-67 level could be assumed to be likely; some others however felt that none of the years of the Third Plan should be taken as a stable base for a pay structure in view of the fact that violent fluctuations in the price level were the rule rather than the exception during the best part of the Plan years. External aggression and natural calamities had aggravated the problem and helped push up prices to unprecedented levels. They therefore felt that an average of a number of years could be taken to provide a reasonable index of price stability.

7.10. The Commission has given careful thought to the points of view expressed by the economists. An optimistic outlook in respect of a fall in prices is not unwarranted inasmuch as the temporary features which aggravated the unstable price situation cannot have a lasting impact and with

greater restraint on spending and a general tightening up of fiscal and monetary measures, indications of all of which are already available, the prospect ahead is not really very gloomy. As regards the choice of the exact price base, it is agreed by competent witnesses that a fall of prices below the level of 1962-63 must be ruled out and a base subsequent to that year should be selected. As indicated earlier there has been a general preference for either the 1963-64 or 1964-65 price level. As one economist put it, it would be safer to choose 1963-64 as a base year but might be more realistic to choose the year 1964-65. The level of the consumer price index for 1963-64 was 137 and for 1964-65 it was 157. In view of this big gap accounting nearly for a 15 per cent increase the Commission considers that it may be pragmatic to adopt an average of the two price levels as an appropriate base for the pay structure and accordingly proposes to link the revised salary structure to the price level corresponding to 145 points of the consumer price index (1949=100). This would also represent a 25 per cent fall as compared to the 1966-67 level of the consumer price index, which in the Commission's view is likely to be achieved within the course of the next few years. Approaching the same question from a different angle, it is clear that the period 1960-61 to 1962-63 was one of relative price stability. The price rise during that period can be said to be normal and as some of the high officials of Government fairly stated it would be reasonable to project the trend of price rise indicated by the three years 1960-61 to 1962-63. The average rise in prices during the three years was 2.8 per cent. Even according to several economist witnesses an average annual rate of increase of prices at 3 per cent is not inconsistent with price stability in a growing economy. Projecting a price rise of 2.8 per cent in the price level of 1962-63 which was 131 according to the consumer price index, the level for 1966-67 would be 143 points of the index. The level of 145 points adopted by the Commission would seem to be realistic on this basis also.

Dearness Allowance

7.11. The genesis of the present pay structure and the variations in the dearness allowance component in it have been explained in the earlier Chapter on "Historical Perspective". The revision of rates of dearness allowance has generally followed similar revisions effected by the Government of India from time to time. The last of these revisions given effect to by the Government of Gujarat corresponds to the price level of 195 of the working class consumer price index. As indicated above the Commission proposes to determine the basic salaries with reference to the level of 145 points of the consumer price index for the working class. The element of dearness allowance on the revised scales shall therefore have to be determined with reference to the gap between the base level of 145 and the level of 195 points of the index. In this context the Commission has considered that a suitable readjustment of the rate of dearness allowance applicable to the revised scales should be worked out both with reference to the base period adopted and the levels of neutralisation with reference to which the present rates of dearness allowance have been calculated. The table below indicates the rates of dearness allowance admissible on the various basic pay ranges of the revised scales :

Pay range.	Dearness allowance admissible on the revised scales.
Rs. 90—109	Rs. 40
Rs. 110—149	Rs. 40
Rs. 150—209	Rs. 50
Rs. 210—399	Rs. 60
Rs. 400—1000	Rs. 50

7.12. Above Rs. 1000 there will have to be a marginal adjustment of the rate of dearness allowance by the amount by which pay falls short of Rs. 1050. In so far as the Commission does not propose to retain any part of the existing dearness allowance in the slabs beyond Rs. 1000 the structure of salaries above that level cannot be considered to be related to the index level of 145. In the case of salaries above Rs. 400 the rates of dearness allowance admissible on the revised scales are worked out mainly with a view to give the employees on this salary range benefits of pensions and

gratuities. A precise adjustment of the rate of dearness allowance as between the base level and the index level of 195 has not been possible on account of the fact that the rate of dearness allowance in these slabs had been subject to *ad hoc* changes in the past. The Commission is aware that the merger of dearness allowance in all the pay ranges below Rs. 2350 which this scheme engenders is likely to yield significant long term benefits to the employees. A similar benefit had been available at the time of the revision of salaries in 1964 when the bulk of dearness allowance payable then was merged into basic pays (with effect from 1-10-1961). The Commission is of the view that this consequence is inevitable in the context of the choice of a proper price base for the pay structure. Retaining a pay structure related to the price level and levels of living of decades ago would be totally unrealistic in the face of a comprehensive revision of salaries and so long as a level below which prices are not likely to fall is identifiable it is only proper to consolidate dearness allowance corresponding to that level with basic pay.

Extent of neutralisation

7.13. In regard to the future adjustments in dearness allowance several important questions arise; what should be the extent of neutralisation, should it be at a tapering rate, should the rate of neutralisation be cent per cent at the lowest slabs. Again there is also the question of frequency and periodicity of adjustment of the rate and the magnitude of the change in the cost of living for which such adjustment is necessary. There is lastly the question of the choice of the cost of living index series.

7.14. The general demand from the employees has been that the dearness allowance should comprehensively protect the real value of their salaries against price increases irrespective of the causes thereof. The demand for 100 per cent neutralisation at all levels of salaries and for automatic adjustment of rates of dearness allowance to changes in the costs of living index stems from this point of view. Both in regard to the choice of the cost of living index and the periodicity of adjustment of rates of dearness allowance the consensus was in favour of adopting the pattern followed by the Government of India.

7.15. The Commission had occasion to discuss the different issues arising in connection with the scheme of dearness allowance with the economists and other witnesses who appeared before it. While many of them endorsed the view that the dearness allowance should offer a measure of protection against the erosion of the real value of salaries, there was no unanimity of opinion among them either as to the levels of neutralisation or the appropriate method of linking dearness allowance to the cost of living. The general view, however, was that at lower levels of salaries where the vulnerability to economic hazards is the greatest, the dearness allowance should offer full protection and that at other levels neutralisation might be on sliding scale. Broadly the opinion was in favour of devising a tapering scale of neutralisation which would cease to be applicable to salaries beyond the level of Rs. 1500. Some put the limit at Rs. 1000 where the rate of neutralisation should taper off. On the question of the choice of a suitable cost of living index series many economists felt that it would be appropriate if a decision on this issue is arrived at on an All India basis so that, both in terms of rates of dearness allowance and the method of adjustment to the cost of living, there could be some measure of uniformity. Some of the officials of the State Government also pointed to the fact that changes of rates of dearness allowance by the Government of India are bound to have immediate reactions on part of the State employees and generate demands for similar treatment.

7.16. All these issues have been examined extensively by the Dearness Allowance Commission appointed by the Government of India in December 1965. In the course of discussions with several Associations of employees and other witnesses the Commission found general support for the recommendations of the Dearness Allowance Commission, though in regard to the rates of neutralisation and the limits upto which such neutralisation should be available, some did seek more liberal treatment.

7.17. The Dearness Allowance Commission redefined the concept of dearness allowance in the following words :

“Having regard to its basic character, dearness allowance is applicable to those employees whose salaries are at the subsistence level or a little above it. In our opinion, the words ‘dearness allowance’, primarily suggest and refer to an allowance paid to employees in order to enable them to face the increasing dearness of essential commodities.”

That Commission also ruled out the feasibility of ‘any alternative forms of assistance which might be given to ensure real benefit to Government employees without necessarily increasing pressures on the economy’.

7.18. The other main recommendations of the Dearness Allowance Commission touching on basic issues relevant to the determination of rates of dearness allowance are summarised below :

- (1) the compensation to the employees for future rise in prices should be given in the form of additional dearness allowance;
- (2) for determining the additional dearness allowance admissible from time to time the All India Working Class Consumer Price Index (1949=100) be used until such time as the All India Working Class Consumer Price Index (1960=100) is prepared, published and accepted with a suitable linking factor;
- (3) the increases should be regulated with reference to every 10 point rise in the twelve month average of the said index;
- (4) the additional dearness allowance be paid to such employees as are drawing basic pays ranging from Rs. 70/- to Rs. 575/- p.m. as set out in the table below :—

TABLE IV

Pay ranges (basic pay without dearness allowance)	Percentage of neutra- lisation for a 10 point rise in the average of the index above 175	Amount of dearness allowance for a 10 point rise	Dearness allowance now being paid at index 175	Additional dearness allowance to be paid in future when the average of the index reaches :—					
				185	195	205	215	225	235
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
70—109*	90%	6	47	6	12	18	24	30	36
110—149	60%	7	70	7	14	21	28	35	42
150—209	55%	8	90	8	16	24	32	40	48
210—399	45%	9	110	9	18	27	36	45	54
400—449	25%	10	120	10	20	30	40	50	60
450—499	24%	11	120	—	—	33	44	55	66
500—575	24%	12	120	—	—	—	—	60	72

*This is to be taken to mean “Rs. 70/- and above but below Rs. 110/-”.

The same applies to all the other slabs except the last.

- (5) in the event of a fall in prices, reduction in dearness allowance be made at the same rates and under the same conditions as for the rise in prices.
- (6) any upward or downward adjustment in regard to dearness allowance should be automatic.
- (7) the aforesaid recommendations should remain in force until the expiry of two years from the date of their acceptance or until the twelve month average of the All India Working Class Consumer Price Index (1949=100) reaches 245 whichever is earlier.
- (8) at the expiry of two years as aforesaid or immediately after the twelve month average of the index (1949=100) reaches 245 whichever is earlier, the Government should undertake the revision of pay scales of all the employees and sanction suitable interim relief pending such pay revision.

7.19. This Commission is in full agreement with the findings of the Dearness Allowance Commission on the concept of dearness allowance and the method of regulating the grant of the allowance on the basis of the movements of the index of cost of living. At a first glance the definition of the concept and the restriction of the benefit of the allowance only to salary ranges below Rs. 575 might appear to be severely circumscribed. In a developing economy a certain measure of price increase is endemic to the process of development. The movement of prices measured by a cost of living index does not distinguish between policy-induced price changes and other price changes. Any attempt to compensate Government servants for price increases of whatever origin can only amount to conferring on them an immunity from price rise which other sections of the community do not have. This however does not mean that no insurance is necessary against an erosion of real incomes that might impinge on basic standards of consumption especially of the vulnerable sections of Government employees. The provision of dearness allowance to enable the lower strata of employees to face the increasing dearness of essential commodities is thus an essentially equitable arrangement. In the higher ranges of salaries the capacity to withstand price increases of essentials without any fall in standards of consumption is undoubtedly larger and it is therefore proper that an allowance primarily meant to enable employees to maintain standards of consumption of essentials should not be available beyond particular income levels.

7.20. The scheme of dearness allowance devised by the Dearness Allowance Commission envisages a basic revision of salaries if the index level should reach beyond 245. The inference therefore is that the dearness allowance structure in existence would cease to be meaningful in the context of price increases of that order. In so far as this Commission's pay and dearness allowance structure are relatable to a different base as compared to that of the Government of India a revision of the salary structure would not be called for if the index should reach 245. However, in the event of a price change of such magnitude it may be necessary to extend the benefit of dearness allowance to income ranges beyond Rs. 575 as well. In the light of indications available at present an abnormal spurt in prices in the next few years capable of pushing the level of the cost of living index to such heights does not seem likely. The Commission has referred to it only to point out that in case the index should reach that level the case for grant of dearness allowance to employees in the pay ranges above Rs. 575 shall have to be considered.

7.21. That brings up the question of rates of neutralisation. Most of employees have urged that neutralisation should be 100 per cent for the lower ranges of incomes. Some have put it at levels below Rs. 300, others have sought to extend the limit to cover a few higher ranges of incomes as well. An extreme view that there should be 100 per cent neutralisation at all levels of salaries was also placed before the Commission. Many of the economists witnesses advocated a stepping of rates of neutralisation for the lowest slab of salary to 100 per cent. The Dearness Allowance Commission which examined at length the question of neutralisation at the lowest salary levels came to the conclusion that "in the lowest slab the rates of neutralisation should be of the order of 90 per cent". The Commission took into consideration various benefits and concessions available to employees at the lowest level and came to the conclusion that in view of these a certain

mitigation of the hardships on account of the increase in prices was available and that therefore 100 per cent neutralisation was not called for. The sliding scale of neutralisation worked out by that Commission is as follows :—

Pay range Rs.	Percentage rate of neutralisation
70—109	90
110—149	60
150—209	55
210—399	45
400—449	25
450—499	24
500—575	24

Once the level of neutralisation is determined for the lowest slab of salary and the maximum salary for which future adjustment of dearness allowance should be available is also determined, the adoption of a sliding scale of neutralisation for the pay ranges above the lowest becomes more or less automatic. The Commission is of the view that rates of neutralisation recommended by the Gajendragadkar Commission deserve to be accepted in toto. However, in the light of the minimum salary range proposed by the Commission, the Commission feels that the drop in the percentage of neutralisation as between the lowest and the next higher slab of pay is rather large and it would be appropriate if the level of neutralisation for the slab of pay of Rs. 110 to 149 is stepped up to 70 per cent instead of the 60 per cent recommended by the Dearness Allowance Commission.

7.22. On the question of automatic adjustment of dearness allowance, the Dearness Allowance Commission has expressed an unequivocal opinion that adjustment should be automatic and should not be left to be decided by Government. This stand has found support from many of the economist witnesses and from almost all sections of staff. Some of the senior officials of Government, however, pointed out that an automatic adjustment of the type envisaged by the Dearness Allowance Commission entails serious budgetary uncertainties and might impose additional financial burdens at a time when the State's financial resources may not be able to support such burdens. The Commission has carefully considered this point of view. Having regard to the somewhat restricted definition of the concept of the allowance adopted and the scope being strictly circumscribed both by a selection of pay ranges and rates of neutralisation the additional burdens accruing on account of automatic adjustment should be taken to represent a certain inescapable minimum commitment. The Commission is therefore unable to accept that the adjustment of the allowances should be left to be decided by the Government in the light of its financial resources.

Index series

7.23. The choice of a suitable index number with reference to which the grant of dearness allowance can be regulated is another question of importance. As mentioned earlier several economists have favoured an adoption of a uniform pattern throughout the country. The Gajendragadkar Commission has adopted the All-India Working Class Consumer Price Index with 1949=100 as the base, for purposes of regulating the grant of dearness allowance since regional indices with 1960 as the base were still in the process of being compiled for many centres. Normally, having regard to coverage and comparability the Commission would have been inclined to adopt the Ahmedabad series of the index with 1960 as the base which is available at present. This index could be expected to reflect regional price variations more truly and may be taken to be based on a consumption pattern akin to that of the bulk of the lower strata of employees. The Commission is however aware that adopting this index would mean that the periodicity of grant of dearness allowance and the timing of variations in dearness allowance would not synchronise as between employees of the State Government and the employees of the Central Government. While this

would by no means prejudice or adversely affect the claims of the State Government's employees, the Commission is not unaware of the obvious psychological advantages of having a synchronisation of the change in the rates of dearness allowance of the Central and the State employees. In so far as the base of the State Government's pay structure would be different, the quantum of dearness allowance is bound to vary. Particularly in view of the fact that the bulk of the existing dearness allowance has been merged in the revised scale the quantum of dearness allowance admissible on the new scale would be by far less than under the Central Government for corresponding scales of pay. The Commission, therefore, considers that it would be pragmatic to persist with the All India Working Class Consumer Price Index series with 1949 as the base for the regulation of grant of dearness allowance, until such time as the Government of India switches over to any other index in which case grant of dearness allowance for State employees may also be linked to the movement of that index.

Periodicity of review of dearness allowance rates

7.24. As regards the periodicity of review of rates of dearness allowance may have favoured the arrangement followed by the Government of India. Some, however, held the view that a 10 point rise over a period of 12 months entails considerable hardship and fails to compensate for intermediate increases. They have, therefore, proposed that 5 point increases over a six month period might be more appropriate. The Commission is aware that too frequent adjustments in rates of dearness allowance would not be desirable for budgetary reasons. As the (Second) Central Pay Commission pointed out : "remuneration of Government servants should not change frequently and the Government servants should be prepared to take consequences of small or short term rise of prices which may often be fortuitous as counterpart of the security of their emoluments which rarely changed to their disadvantage". The Dearness Allowance Commission has endorsed the arrangement of linking a change in the rate of dearness allowance to 10 point increase over a period of 12 months. This Commission accepts this view.

7.25. The Commission's recommendations regarding the adjustments of dearness allowance rates to 10 point increase in cost of living over the level of 195 of the Consumer Price Index are summarised in the attached table. For every 10 point fall in the cost of living over a period of 12 months from the level of 195, 1/5th of the dearness allowance admissible corresponding to that index level shall be deducted.

TABLE

Pay range (basic pay without dearness allowance)	Percentage of neutralisation for 10 point rise in the average of the index above 195	Amount of dearness allowance for a 10 point rise	Dearness allo- wance admissi- ble at the index level of 195 on the revised scales	Additional dearness allowance to be paid when the average of the index reaches				
				205	215	225	235	245
Rs.								
90—109	90	6	40	6	12	18	24	30
110—149	70	6	40	6	12	18	24	30
150—209	55	6	50	6	12	18	24	30
210—399	45	6	60	6	12	18	24	30
400—449	25	6	50	6	12	18	24	30
450—499	24	6	50	6	12	18	24	30
500—575	23	6	50			18	24	30

Note.—Marginal adjustments should be made in respect of those drawing pay above the limits upto which additional dearness allowance is payable from time to time.

CHAPTER VIII

Financial Resources

8.1. The Government Resolution appointing the Commission lays down that in making its recommendations the Commission shall have due regard to the financial resources of the State and the commitments already entered into. As indicated in the Chapter on the Principles of Salary Determination, the capacity of the Government to pay is a relevant consideration in the context of revision of salaries of public services in as much as any increase in administrative expenditure is likely to impinge on outlays on the development sectors and alter the balance between developmental and non-developmental expenditure. The consequences of such action cannot but be a matter of serious concern to the community. A Government has an overall responsibility for promoting the welfare of all sections of the community and any diminution or curtailment in the outlays meant in this behalf in order to accommodate additional administrative expenditure cannot be viewed with equanimity except in so far as it may constitute an irreducible minimum commitment relating to a rise in the standards of remuneration of employees at or near the subsistence level. A general assessment of the capacity of the State and its existing obligations of disbursement of resources over claims emanating from different sectors is therefore necessary to establish how far additional administrative expenditure can be resorted to without seriously upsetting the balance *vis-a-vis* other outlays or without straining unduly the resources of the community.

8.2. The point of view presented by the employees in this regard was two-fold. It was contended by many that lack of resources can be no argument for denying legitimate salary increases to employees of Government and that the State must find its own resources. Another stand adopted by some Associations of staff was that the resources position of the State is fairly sound and there is sufficient scope for expansion of the sources of revenue in order to provide for the additional cost on account of salary revision. Several Associations of employees pointed out the high rate of increase in the yield of tax and non-tax sources and claimed that on account of rapid expansion of agriculture and industry, particularly the latter, the State has entered into an era of prosperity and even at existing levels of taxation the State's resources would expand over the course of years. References were also made to increasing receipts on account of royalties on oil and the growth of non-tax revenue during the past years. Some also referred to the extent of under-estimation of receipts in the budgets, which according to them signified an undisclosed potential. There was general agreement among all sections of employees that finding resources for economic development or capital formation should not be attempted at the cost of employees who have been hard-hit on account of spiralling prices and on account of generally low salaries.

8.3. Some of the non-official witnesses with whom the Commission discussed the resources position of the State concurred in the view that the State's financial situation is quite sound and that there is scope for further expansion of resources both in the field of taxation and in the field of non-tax revenue. They, therefore, felt that there can be no justification for postponing or denying benefits of salary revision to employees on the ground of lack of resources.

8.4. A convenient starting point for an analysis of the financial resources of the State can be a review of the broad trends of the receipts and expenditure on Revenue Account since the formation of the State. The following table and Chart I present at a glance the revenue and expenditure on Revenue Account and the surplus or deficit on that account for the period 1961-62 to 1968-69.

TABLE I

Year	Receipt on Revenue Account	Expenditure on Revenue Account (Rs. in crores)	Surplus (+) or Deficit (—)
1	2	3	4
1961—62 (A/cs)	65.69	67.36	— 1.67
1962—63 ..	83.32	70.93	+12.39

1	2	3	4
1963—64 (A/cs)	90.97	86.24	+ 4.73
1964—65 „	103.14	94.36	+ 8.78
1965—66 „	120.70	113.51	+ 7.19
1966—67 „	135.59	129.76	+ 5.83
1967—68 (R.E.)	150.61	146.58	+ 4.03
1968—69 (B.E.)	164.53	151.53	+13.00

8.5. The increase in revenue receipts during the period 1961-62 to 1968-69 has been of the order of 150 per cent and in revenue expenditure nearly 125 per cent representing an annual average rate of increase of 19 per cent in revenue receipts and 16 per cent in revenue expenditure. Expressed as a compound rate of growth, the increase on the receipts side is of the order of 14.1 per cent and on the expenditure side 12.5 per cent.

8.6. A more detailed analysis of the growth of revenue receipts especially with reference to the growth under each of the major components thereof is presented in the table below :

TABLE II
REVENUE RECEIPT AND EXPENDITURE

Receipts on Revenue Accounts

Sr. No.	Item	(Rs. in lakhs)								
		1961—62 (Actuals)	1962—63 (Actuals)	1963—64 (Actuals)	1964—65 (Actuals)	1965—66 (Actuals)	1966—67 (Actuals)	1967—68 (Revised)	1968—69 (Budget)	
1	2	3	4	5	6	7	8	9	10	
I Tax Receipt—										
1.	Centrally collected Taxes	1801	1373	1571	1544	1658	2064	2270	2323	
	Total	1801	1373	1571	1544	1658	2064	2270	2323	
2. State Taxes—										
(a)	State Excise	31	37	39	44	49	50	56	56	
(b)	Sales Tax	1382	1539	1960	2481	2698	3514	4007	4570	
(c)	Taxes on vehicles	339	428	321	343	384	420	495	535	
(d)	Entertainment Tax	97	112	132	154	175	235	255	275	
(e)	Electricity Duties	151	210	308	319	307	357	400	425	
(f)	Land Revenue	464	680	598	759	732	632	663	732	
(g)	Stamps and Registration	230	284	309	340	353	400	434	462	
(h)	Other Taxes & Duties	15	158	250	352	391	462	530	667	
	Total—2	2709	3448	3917	4772	5089	6070	6840	7722	
	TOTAL—I	4510	4821	5488	6316	6747	8134	9110	10045	

1	2	3	4	5	6	7	8	9	10
II Non-Tax Revenue		1059	2349	2487	2656	3216	3702	3737	3889
		1059	2349	2487	2656	3216	3702	3737	3889
TOTAL--II									
III Receipts other than Tax and Non-Tax Revenue (including grants from Centre)		701	1162	1122	1392	2107	1723	2214	2519
		701	1162	1122	1392	2107	1723	2214	2519
TOTAL--III									
GRAND TOTAL		6270	8332	9097	10364	12070	13559	15061	16453

8.7. On the expenditure side the expenditure on Revenue Account can be broadly classified as plan and non-plan expenditure and the latter sub-divided into (a) developmental, (b) non-developmental—(i) debt services and (ii) others. The break-up of expenditure on Revenue Account for the period 1961-69 is summarised in the following table.

TABLE III
Expenditure on Revenue Account

		(Rs. in lakhs)								
Sr. No.	Item	1961—62 (Actuals)	1962—63 (Actuals)	1963—64 (Actuals)	1964—65 (Actuals)	1965—66 (Actuals)	1966—67 (Actuals)	1967—68 (Revised)	1968—69 (Budgets)	
1	2	3	4	5	6	7	8	9	10	
I DEVELOPMENT EXPENDITURE										
1.	Social Services	1731	1925	2239	2730	3005	3526	4160	4460	
2.	Economic Services	2395	2026	2057	2388	3485	3688	4094	4438	
TOTAL—I		4126	3951	4296	5118	6490	7214	8254	8898	
II NON-DEVELOPMENT EXPENDITURE										
1.	Administrative charges	865	761	901	925	1080	1169	1354	1523	
2.	Security services	525	566	567	650	820	919	1017	1108	
3.	Obligatory debt services	714	1425	1754	1664	1825	1897	2183	2380	
4.	Miscellaneous charges	207	390	1106	1078	1136	1777	1850	1244	
TOTAL—II		2311	3142	4328	4317	4861	5762	6404	6255	
GRAND TOTAL		6437	7093	8624	9435	11351	12976	14658	15153	

8.8. It will be seen from the table that the tax receipts estimated for 1968-69 account for 61 per cent of the total receipts on the revenue account. Among the State taxes, sales tax and land revenue are the important sources of revenue. Development expenditure accounts for nearly 59 per cent of the total expenditure estimated for 1968-69.

8.9. The principal conclusions that follow from a study of the budgetary trends are (1) that the share in central taxes and central grants account for nearly a third of the total revenue receipts (chart II depicts the position during the last three years); these would depend on the recommendations of the Finance Commission and the planning Commission; (2) that rising plan expenditure and debt-charges largely account for the over-all increase in the expenditure during the third plan years. A sharp reduction in the plan-expenditure during the following years is attributable to the fact of transfer from the plan to the non-plan side, the maintenance expenditure on third plan schemes having become committed during the fourth plan.

8.10. The Commission had called for a forecast of receipts and expenditure for the duration of the fourth five year plan (upto 1970-71) from the Finance Department. In a memorandum submitted to the Commission the department has made the following observations, quoted in extenso :

“An assessment of revenue receipts and expenditure of the State Government for the fourth plan period was made by the Finance Commission in 1965. On the basis of assessment of the revenue receipts of the various State Governments at April 1965 rates of taxation and their non-Plan expenditure on revenue account, including the committed expenditure of third Plan schemes, the Finance Commission arrived at the revenue gap of various States. The revenue gap of Gujarat State, if account was not taken of the devolution from Central taxes recommended by the Commission amounted to Rs. 113.55 crores. This was turned into a surplus of Rs. 8.00 crores, according to the Commission's calculation, if credit was taken of Gujarat's share in Central taxes, including the grant in lieu of tax on railway fares, on the basis of its recommendations. The Commission did not, therefore, recommend any grants to be paid to the State Government under Article 275(1) of the Constitution.”

“The resources position of the State was reviewed again and discussed with the Planning Commission in November 1966 in the light of the subsequent developments. On the basis of this reassessment, it was estimated that the balance on current account for the fourth Plan period, inclusive of the receipts from taxation levied both by the Centre and the State Governments in 1965-66 and 1966-67, would amount to Rs. 101.5 crores. No firm and agreed estimate of the amount to be raised by additional taxation during the next four years has been made as yet. All these amounts, however, are included in the amount of Rs. 280.60 crores, which the State Government is expected to raise both from the revenue and capital side, including the resources from the internal resources of the autonomous enterprises to finance the fourth plan outlay of Rs. 446 crores. In assessing the resources for the fourth Plan, the revenue receipts have been projected after taking into account the annual growth rates expected under various items based on past trends and future expectations. On the expenditure side, the projections have been made on the present level of non-plan expenditure, including committed expenditure of third Plan schemes. In projecting the expenditure estimates for the fourth Plan period, the annual growth rate has generally been taken at 3½ per cent per annum. It may be mentioned that in the expenditure projections of the forecast, no provision has been made for the major revision in the pay and allowances of the State Government employees, as the likely expenditure on this account can only be known after the receipt of the report of the Pay Commission. This expenditure will now be taken into account at the time of discussing the resources position for the annual Plans and may affect the size of the fourth Plan.”

“The rates of dearness allowance have been revised twice since the forecast of resources was discussed with the Planning Commission. The first revision was with effect from the 1st January 1967 and the second revision was with effect from 1st March 1967 and the increased expenditure on this account during the fourth Plan period is estimated to be Rs. 16.17

crores. In addition to this, there are several other imponderables, which will affect the resources position of the State. These include the expenditure on scarcity relief, the larger growth of expenditure on account of the price increases which push up costs in all spheres of Government administrations, the fluctuations in the receipts from sales tax and share in income-tax and Union excise consequent upon the unforeseen changes in the economic conditions in the country, etc. As a result, the projection of revenue receipts and expenditure can best be taken as tentative."

"The increase in expenditure on account of the pay and allowances of the employees, whose pay, etc., is debited to Plan schemes, will be included in the Plan expenditure. Similarly in respect of employees whose pay, etc. forms part of Centrally sponsored schemes as also certain non-plan sectors, such as State Reserve Police on deputation to the Government of India, the increase will be borne by the Government of India, either fully or partly, according to the pattern of assistance for the scheme. This will mean that it will be necessary to find resources to meet the increased expenditure on account of increase in pay and allowances of the staff of non-Plan schemes, which form the bulk of the Government employees, for the period upto 1970-71. For the period beginning with 1st April 1971, a fresh forecast of non-Plan expenditure will have to be submitted to the fifth Finance Commission. The increase in non-Plan expenditure on account of the recommendations of the Pay Commission will have to be included in this forecast which amount will be taken by the Commission for States to be covered by devolution of Central taxes and grants under Article 275(1)."

8.11. Additional Commitments arising from further revision of dearness allowance subsequent to the date of submission of the memorandum to the Commission are estimated to be of the order of Rs. 16.94 crores during 1967-68 to 1970-71. In addition, increases of rates of pension effected from 1st June 1967 are expected to cost a total of Rs. 105 lakhs during the period 1967-68 to 1970-71.

8.12. It is against this background that the resources position of the State has to be assessed. In revising the pay structure of the employees in the light of the future trends in the resources of the State and the financial commitments, the Commission considers that the following issues are of crucial importance.

- (1) Is the present level of expenditure on administrative services in relation to the total revenues of the State, reasonable ?
- (2) What are the prospects of the State Government raising additional resources either by its own efforts or by transfer from the Central Government ?
- (3) Is there a sufficient measure of elasticity of resources to accommodate additional burdens arising from pay-revision without entailing a curtailment of essential outlays on development ?

8.13. The table below depicts the increases in administrative expenditure as a percentage of revenue-receipts and expenditure. The last column also gives the percentage increase in expenditure on administrative services over the 1961-62 level.

TABLE IV

State/Year	Expenditure on Administrative services as percentage of		Percentage increase over 1961-62 level
	Revenue Receipts	Revenue Expenditure	
1	2	3	4
Andhra Pradesh			
1965-66	15.33	14.55	
1966-67 R.E.	13.88	13.21	
1967-68 B.E.	15.10	14.02	62.9

1	2	3	4
Bihar			
1965-66	13.64	13.93	
1966-67	13.34	18.01	
1967-68	11.37	11.71	37.3
Gujarat			
1965-66	11.98	12.20	
1966-67 R.E.	12.06	12.00	
1967-68 B.E.	10.84	11.05	37.9
Madhya Pradesh			
1965-66	14.33	14.01	
1966-67	13.89	12.52	
1967-68	13.73	11.98	51.8
Madras			
1965-66	14.89	14.20	
1966-67 R.E.	13.53	13.00	
1967-68 B.E.	12.19	11.81	44.7
Maharashtra			
1965-66	16.06	15.11	
1966-67 R.E.	13.74	13.67	
1967-68 B.E.	14.31	14.78	87.3
Punjab			
1965-66	14.94	16.85	
1966-67 R.E.	12.78	13.39	
1967-68 B.E.	10.98	11.59	
Uttar Pradesh			
1965-66	16.74	17.07	
1966-67	14.70	14.49	
1967-68 B.E.	14.31	14.34	62.7
West Bengal			
1965-66	15.23	15.43	
1966-67 R.E.	15.11	14.42	
1967-68 B.E.	15.06	14.13	92.5
For all States			
1965-66	14.75	14.43	
1966-67	13.28	12.82	
1967-68	14.15	12.50	63.7

Note.—Data included for compiling the table comprises expenditure on general administration, administration of justice, jails and convict settlements, police etc.

8.14. A study of the table would reveal that the expenditure on administrative services is not very high as compared to the position in many other States and that as a percentage of both revenue and expenditure the administrative expenditure has fallen. The rate of increase over the 1961-62 level is much lower than corresponding increases in other States. It is, however, to be remembered that the Government has accepted varying degrees of financial responsibility for the remuneration of a large number of teachers in aided schools, employees of the panchayats and local bodies. If the expenditure on account of such disbursement towards which Government bears a liability were also to be included in the figures shown in the table the position may not remain quite the same. Moreover the decline in the proportion of administrative expenditure to total revenues is

largely attributable to the substantial increases in the latter during the past years. These increases have accrued partly on account of a natural buoyancy of taxes in relation to prices and incomes and also to a large measure on account of increased taxation. Judging in this context it can be seen that a complacent view of the growth of administrative expenditure in the State cannot be taken.

8.15. As regards the mobilisation of additional resources reference has already been made to the share of resources transferred by the Centre, the quantum of which will be determined by the policies pursued by the Centre and the recommendations of the Finance Commission and the Planning Commission. Increases in the level of taxation of State taxes have been indicated by some as feasible. Suggestions for widening the scope of existing taxes or adjustments in the rates of taxes or tapping new tax sources were also put forward. The Commission has given careful thought to these suggestions. In the context of mobilisation of resources through additional taxation an important point to remember is the tax-performance of the State during the third plan period during which the target for additional taxation was exceeded by a fair margin. The incidence of taxation in the State is also fairly high as can be seen from the table below :

TABLE V

State 1	Per capita Tax Revenue		Per capita State Taxation	
	1961—62 2	1966—67 B.E. 3	1961—62 4	1967—68 B.E. 5
Andhra Pradesh	15.62	24.85	11.59	16.72
Bihar	10.78	18.00	7.40	12.03
Gujarat	21.57	30.94	12.96	27.81
Madhya Pradesh	12.48	21.74	8.96	16.48
Madras	17.20	31.75	12.84	27.27
Maharashtra	20.28	41.52	16.66	36.97
Punjab	18.51	31.86	14.54	
Uttar Pradesh	11.83	18.30	7.89	12.47
West Bengal	19.47	31.19	14.88	25.68
All States	15.18	25.87	11.08	20.56

Moreover expressing tax-revenues as a percentage of total revenues of the State it can be seen that the proportion in the State of Gujarat is high in comparison with several other States. The relevant data is tabulated below :

TABLE VI

State 1	1965-66 Actuals 2	1966-67 R.E. 3	1967-68 B.E. 4
1. Andhra Pradesh	47.57	44.53	40.95
2. Bihar	45.56	40.37	42.31
3. Gujarat	44.75	47.31	46.28
4. Madhya Pradesh	41.63	41.63	41.27
5. Madras	51.16	51.24	51.39
6. Maharashtra	55.28	56.63	56.66
7. Uttar Pradesh	42.50	36.16	37.96
8. West Bengal	56.35	52.28	53.2
9. All States	45.51	43.10	43.36

The proportion of tax-revenue to the State income is also comparatively high.

TABLE VII

State		1961-62	1964-65
1		2	3
1.	Andhra Pradesh	3.64	4.50
2.	Bihar	3.54	3.62
3.	Gujarat	3.61	4.96
4.	Kerala	4.66	5.22
5.	Madhya Pradesh	2.78	3.31
6.	Madras	3.51	4.75
7.	Maharashtra	4.29	5.05
8.	Uttar Pradesh	3.06	—
9.	West Bengal	4.55	5.62

Note.—Data shown in Tables IV, V, VI and VII have been compiled on the basis of information available from the Reserve Bank of India Bulletin. They are thus conditioned by the changes due to reclassification made by the Reserve Bank to ensure uniformity of presentation.

8.16. In the circumstances the Commission is of the view that additional tax potential is at best limited and exploring new avenues of taxation must proceed with some measure of reticence. Moreover raising the level of taxation in order to find means for meeting additional expenditure on account of revision of salaries is not sound in principle.

8.17. The solution must therefore be sought in the possibility of additional resources being available from other sources or increased yield of existing sources. In that field the trends are reasonably encouraging. An assessment of the general economic progress of the State would indicate the prospect in this regard. The State has witnessed an all-round expansion in the sphere of agriculture and industry and this has been reflected in the growth of the State's income over the past few years.

TABLE VIII

(Rs. in crores)

Sr. No.	Major Head	Unit	Year					
			1961-62	1962-63	1963-64	1964-65	1965-66	1966-67
1	2	3	4	5	6	7	8	9
1.	Agriculture and allied industries		369 (48.8)	350 (46.4)	357 (46.0)	402 (48.0)	341 (43.1)	342 (42.1)
2.	Mining, Manufacturing and small enterprises		163 (21.6)	171 (22.7)	180 (23.2)	189 (22.6)	196 (24.8)	210 (25.8)
3.	Banking, insurance, transport and commerce		113 (14.9)	118 (15.6)	121 (15.6)	124 (14.9)	129 (16.3)	133 (16.3)
4.	Other services		111 (14.7)	115 (15.3)	118 (15.2)	121 (14.5)	125 (15.8)	128 (15.8)
5.	Net domestic product at factory cost		756 (100.0)	754 (100.0)	776 (100.0)	836 (100.0)	791 (100.0)	813 (100.0)

1	2	3	4	5	6	7	8	9
6. Per capita income— Gujarat		Rs.	362	351	353	369	340	340
7. Per capita income— All India		Rs.	316	314	323	339	315	313

Note :— (1) Figures in brackets are percentages to total.

(2) Estimates are provisional from 1963-64 to 1965-66 and for 1966-67 the quick estimates are given and official series at 1948-49 prices is adjusted for 1960-61 prices.

Source : Bureau of Economics and Statistics, Gujarat State, Ahmedabad.

8.18. In the sphere of agriculture, the Index of agricultural production for the State touched the level of 153.3 in 1964-65 (1956-57=100) but on account of the drought conditions of the subsequent years fell to 121.9 in 1966-67. In the field of industry the number of factories working at the end of 1966 went upto 4666 as compared to 4380 in 1964 and the average number of workers employed daily in factories during the year increased from 407542 in 1964 to 413282 in the year 1966. The increase in the productive capital, employment, ex-factory value of output and net value added by manufacture which are indicative of the State's economic growth are highlighted in the table below :

TABLE IX

Sr. No.	Item	Unit	Sector	Year					
				1960	1961	1962	1963	1964**	1965@
1	2	3	4	5	6	7	8	9	10
1. Productive capital	Rs. in crores		I*	147.97	188.41	253.64	318.11	340.24	395.04
			II*	40.15	57.37	41.38	34.40	33.34	39.48
			T*	188.12	245.78	295.02	352.51	373.58	434.52
2. Persons employed	No		I	282418	307770	309775	309252	323635	338029
			II	70610	65866	72266	75944	75373	81146
			T	353028	373636	382041	385196	399008	419175
3. Ex-factory value of output	Rs. in crores		I	270.46	323.23	351.43	389.72	464.25	513.60
			II	95.54	97.23	108.86	122.66	162.47	177.39
			T	366.00	420.46	460.29	512.38	626.72	690.99
4. Net value added by manufacture	Rs. in crores		I	88.03	100.73	97.38	108.66	120.32	140.23
			II	18.34	20.66	13.96	14.92	19.06	22.15
			T	106.37	121.39	111.34	123.58	139.38	162.38

*I = Census Part

**Figures for census part are provisional.

II = Sample part

@ Provisional figures are compiled by the State Bureau.

T = Total

Source : (1) Central Statistical Organisation, New Delhi

(2) Bureau of Economics and Statistics, Gujarat State

8.19. Petroleum finds in the State have also given a boost to the State's economy. Data on output of crude and receipts on account of royalties are set down in the table below :

TABLE X

Production of crude oil in Metric tons in Gujarat State		Royalty earned by the State at the rate of Rs. 7.50 per metric ton	
1961	10,228.18	1961—62	—
1962	3,34,705.05	1962—63	21,55,052
1963	6,73,362.22	1963—64	55,80,142
1964	7,72,857.46	1964—65	47,35,026
1965	11,23,913.86	1965—66	89,53,837
1966	23,39,725.56	1966—67	1,85,82,428
1967—68	34,00,000.00 Estimated	1967—68 B.E.	2,55,00,000
1968—69	38,66,666.00 Estimated	1968—69 B.E.	2,63,00,000

8.20. The tempo of economic development in the State can thus be seen to be generally encouraging and the impact of such development on the resources of the State can be expected to be favourable. The yield of existing revenue sources may hence be expected to show improvement in the course of the next few years. A close study of the pattern of growth of the yields of the principal sources of revenue and particularly the tax sources reveals that there is a certain measure of elasticity of these sources which may yield productive results with marginal adjustments in rates and in coverage. The Commission is, however, not unaware of the fact that all possible increases and improvement in the resources position would stand committed to the target for additional mobilisation of resources for the 4th Five Year Plan. The massive commitments in terms of payment of dearness allowance would also have to be accommodated. Some part of this commitment would, however, be absorbed in the revision of scales recommended by this Commission. As regards mobilisation of resources for the 4th Plan, while it is no doubt true that both in order to maintain the tempo of development generated by the IIIrd Plan and to make further strides towards progress in many key sectors the development outlays must be maintained at optimum level, the Commission considers that a pragmatic view has to be taken of the need for revision of scales of pay of Government employees which have by and large remained static for nearly two decades. The need for a basic reassessment of the man-power requirements of the public services and the performance potential of employees in the context of a vastly expanded field of activity of Government cannot also be lost sight of. In this context even some transfer of resources from developmental to non-developmental outlays cannot be considered unjustified. The Commission has, however, endeavoured to keep down the cost on account of the revision of salaries and incidental benefits so as not to entail any serious imbalances on account of such diversion of resources.

8.21. A point to which repeated reference was made during the course of the Commission's enquiry, deserves mention here. A large number of witnesses expressed the view that there is a substantial scope for reduction in unproductive expenditure. Several of the departmental heads shared the same view. It is heartening to find that the Government have already launched a vigorous programme of curtailing non-productive expenditure in various departments which is expected to yield substantial savings. The Commission is hopeful that such reduction would help relieve the drain of outlays on development and help restore a balance between developmental and non-developmental outlays and also provide a certain cushion against diversion of resources from one to the other consequent to the implementation of the Commission's recommendations. It would be well worthwhile to explore the possibility of effecting economies by taking up a full-fledged inquiry into the pattern of staffing of departments, norms of work disposal and streamlining the administrative structure.

8.22. The appointment of 5th Finance Commission would no doubt necessitate a reassessment of the resources position of the State and the State's financial commitments including those arising out of this Commission's recommendations. The Commission is hopeful that some measure of relief from the additional expenditure on account of adoption of its recommendations might be forthcoming on the basis of recommendations of the 5th Finance Commission for the allocation of divisible resources and for distribution of grants-in-aid.

8.23. The estimate of cost of the Commission's recommendations is as under :

A. Cost of Recommendations in relation to Government employees

	Rs. in lakhs	
	Proximate Rs.	Ultimate Rs.
I Revision of salaries	246.40	393.70
II Allowances	78.00	95.00
III Superannuation Benefits		52.00
IV Savings on account of revision of special pays	(—)6.00	(—) 6.00
Total* ..	318.40	534.70

B. Cost of revision of Salaries of Teachers in aided schools

	Proximate	Ultimate
I Teachers in Primary Schools	81.64	152.13
II Teachers in Secondary Schools	53.04	79.59
Total* ..	134	231.72

*Actual cost to Government would depend upon the pattern of grants-in-aid adopted by Government in respect of salaries of teaching staffs of aided schools.

	Proximate	Ultimate
C. Cost of dearness allowance at the rates recommended by the Commission relatable to the level of 205 of the All India Working Class Consumer Price Index 1949=100.	81.00	81.00
	Proximate	Ultimate
D. Cost of extension of the benefit of salary revision to staffs transferred to the Panchayat organisations	—	62.00

PART B

CHAPTER IX

Special Pay

9.1. Under the Government Resolution relating to the appointment of the Pay Commission, the Commission is to examine critically the special pays attached to various posts in Government and make recommendations for their abolition or continuance at existing, enhanced or reduced rates. The Commission is also to suggest principles governing grant of special pays in future.

9.2. Special pay is defined in Rule 9(49) of the B.C.S.Rs. as “an addition, of the nature of pay, to the emoluments of a post or of a Government servant granted in consideration of —

- (a) the specially arduous nature of the duties; or
- (b) a specific addition to the work or responsibility; or
- (c) the unhealthiness of the locality in which the work is performed”.

This Rule has been in vogue for decades now and the special pays in existence have been purported to be sanctioned under one or the other of the criteria incorporated in it.

9.3. The Commission had called for full information from the Departments of Government on the rates of special pays attached to posts, the reasons for grant and their proposals for enhancement, reduction or abolition of the special pays or for grant of special pays afresh. While the data furnished by the Departments in this behalf indicates that in the largest number of cases special pays have been sanctioned on the ground of the arduousness of duties, there are also not a few instances of special pay outside the ambit of Rule 9(49) of the B.C.S.Rs.

9.4. The Rule contemplates three alternative situations in which special pay can be granted. Clause (a) refers to the nature of the duties, clause (b) to the quantum of work and responsibility and clause (c) to the unhealthiness of the locality in which the work is performed. The Commission however noticed instances of special pay granted on other grounds, such as,

- (1) for posts requiring continuous touring;
- (2) for posts of promotion;
- (3) for posts in the same cadre where research or similar specialised work is required to be done;
- (4) for posting at headquarters;
- (5) for posting outside the State;
- (6) for posting outside one's cadre;
- (7) for appointment to posts the nature of work of which is basically different from that of posts of the cadre to which the officer belongs;
- (8) for health hazards not related to the unhealthiness of the locality but related to the normal work of the post; and
- (9) for doing work of a confidential or secret nature.

Thus the main principles enunciated by Rule 9(49) of the B.C.S.Rs. for grant of special pay appear to have been liberally interpreted to cover a variety of situations presumably under the ground of arduousness or of additional responsibility.

9.5. It would first be convenient to consider how far the criteria laid down in Rule 9(49) of the B.C.S.Rs. for grant of special pay are now applicable and sufficient. The evidence before the Commission goes to show that clause (c) as it stands is not now necessary. Officers occupying responsible positions in Government are agreed that there are no unhealthy localities as such in any part of the State except for some solitary place or two. As pointed out in Rule (1) of Appendix V of B.C.S.Rs. Volume II, the unhealthiness of the locality imports that there is likelihood of illness to or impairment of vitality of the person who works there. The evidence is that such localities do not now exist. There are no doubt a few tracts where the climate is not congenial or the normal amenities of life are absent in a marked degree, e.g., the Dangs but that is different from saying that the locality is unhealthy. For serving in backward tracts an allowance called the 'backward area allowance' is given. It would not be correct to term such allowances as special pay for, the considerations for such allowances are entirely different from those on which special pay is granted. However, as they are generally treated as special pay, they have been dealt with later in this Chapter. Clause (c), therefore, can be said not to be any more operative and may be deleted or suitably modified.

9.6. Officers competent to speak on the subject are agreed that mere arduousness of the nature of duties or mere addition to work or to the responsibility for the work that falls within the normal ambit of one's duties do not call for special pay. They said, and rightly, that a Government servant, particularly in the officers' class, must take these in his stride. A Government servant may have a light charge at one time and a heavy one at another. These are the exigencies of service consequent on the demands of good administration. A very competent or intelligent officer may be required to handle the more difficult posts. Therefore, mere arduousness of duties or mere addition to work and responsibility are not enough. Clause (b) of the Rule, no doubt, speaks of 'specially' arduous nature of duty. What is 'specially' arduous is not clear from the Rule and therefore a considerable area for liberal interpretation is made available and a good deal of subjective satisfaction enters the determination of what is 'specially' arduous. This has given rise to grant of special pay without satisfactory norms. It also gives rise to discontent because those who are denied special pay, which they think is due to them, compare themselves with those who are granted special pay under this rather indefinite provision. Indeed, as the Chief Secretary rightly pointed out, if the provision were strictly interpreted, if what was to be looked for was not only arduousness—an exacting requirement—but also special arduousness, there should be very few cases of special pay under this clause. The test of 'specific addition to work and responsibility' set out in clause (c) of the Rule is more concrete. But an addition to work and responsibilities may be specific and nevertheless not of an order that calls for notice. A clerk normally required to do merely clerical work may be asked to do noting work also. A Superintendent who is normally required to supervise one branch may be asked to supervise two branches because one branch may not be heavy enough for him or redistribution of work calls for it. A Lecturer in one subject may be asked for administrative needs to take up an additional subject. These are instances of 'specific' addition to work or responsibility, but nevertheless they could not reasonably justify special pay for that specific addition. The specific addition that justifies special pay must, therefore, involve something more. Some witnesses have said it should involve change in the nature of work, some say it should involve a larger burden of work or greater arduousness, some say it should involve considerable change in responsibilities. There is an element of substance in each of these suggestions.

9.7. The solution, as one high official suggested, is to evolve a test which combines the elements of both clauses (a) and (b) of the Rule, the determinative factor being addition to work or responsibility. That addition should be such as burdens the Government servant with much more than what he carries and is expected to carry in his normal duty post. In his normal duty post he must be expected to labour hard and occasionally put in extra work to bear extra responsibility without expecting extra reward in form of special pay. The only safe criterion, therefore, is that the specific addition to work or responsibility or the greater arduousness of duties must be of such an order as would otherwise justify a better remuneration than that attached to the post but is not of such permanency as to warrant a better pay scale. As the (Second) Central Pay Commission puts it "the central idea of a special pay is that it is the most satisfactory way of compensating such addition to work or responsibility or such greater arduousness of duties, as is

recognisable enough to merit additional remuneration, but not as considerable or in some cases of such a permanent nature as to justify placing the post in a higher grade". That Commission in fact considered that special pays represent a flexible system of differentiating remuneration between two grades. As the Maharashtra Pay Commission put it negatively "special pay being a differential for giving effect to the principle of equality between two employees of posts, the differentiating characteristic should not be of a nature justifying separate treatment and separation from the class to which it belongs". No doubt this yardstick is not wholly satisfactory but it does supply a reasonably concrete standard of comparison and no better yardstick has been suggested.

9.8. Basically, therefore, the principles underlying clauses (b) and (c) of Rule 9(49) of B.C.S.Rs. under which special pays are regulated are sound in as much as they cover broadly almost all situations under which special pays can be justified. The very fact that a wide range of posts carry special pays today and stand apparently justified under one or the other of the clauses of the B.C.S.R. 9(49) proves that these provisions are found to be sufficiently flexible. In fact as earlier pointed out they are not sufficiently precise. But, this flexibility has the advantage of taking care of all situations in which special pay is called for. However, the possibility of easy justification of special pay thereunder can be eliminated by a precise formulation of the criteria which should govern the grant of special pays under that provision. The Commission suggests the following criteria :

- (1) Special pays would be justified under circumstances where the duties attached to the posts are, as compared to other posts in that cadre, inherently of such arduousness or of difficulty as would normally justify a higher scale of pay; but such a distinct scale of pay is not administratively feasible;
- (2) special pays would be justified if the conditions under which work is required to be performed impose a degree of arduousness or of difficulty that is distinct from that attached to normal posts in the cadre or comparable posts elsewhere;
- (3) special pays would be justified where work related to a post is required to be performed under conditions of risk of health or life or is performed at locations where normal civic amenities are absent in a marked degree, and if such conditions are not taken account of in the scale of pay for the post;
- (4) special pays would be justified in circumstances where a Government servant is called upon to and performs more than what is prescribed as a full day's work for him so often or so frequently as would call for additional remuneration;
- (5) special pays would be justified in the context of a specific addition to responsibility of a nature or duration that does not require a separate scale of remuneration;
- (6) special pays would be justified in recognition of a distinct difference in the level of responsibility of posts which it is not feasible administratively to remunerate differently.

The Commission is confident that the criteria listed above would cover a large number of instances where there would be a genuine need for provision of additional remuneration on the ground of greater arduousness or larger responsibility. However, both in regard to the continuation of special pays and sanction of new special pays these criteria read in the light of the principles earlier set out, should be strictly adhered to so that sanction of special pays does not become a matter of course or call for criticism that the grant of special pay is evidence of existence of official favouritism. There are cases where grant of special pay can be justified on grounds not strictly falling within these criteria. These will be referred to later. But the generality of the cases must conform to these requirements.

9.9. The Commission has reviewed the existing special pays in various Departments and has indicated its findings in the different Chapters dealing with Departmental pay scales. It would however be worthwhile to discuss the Commission's general approach in this regard and set out

the Commission's view in regard to special pays common to many Departments. The Commission has generally abolished special pays sanctioned in lieu of higher pay scales since separate pay scales for such posts have been evolved. Only in some rare cases where evolving separate scales has not been possible special pays have been continued.

9.10. The Commission does not favour attaching special pays to posts that involve extensive or intensive touring. Where the duties of a post involve touring there can be no justification for special pay; even where only certain posts in a cadre carry such duties the Commission believes that the mere fact of touring does not establish either a degree of arduousness or onerousness of duties as to justify a special pay. However, the Commission has been informed that in the Forest, Land Records, Medical and Public Health and Geology and Mining Departments certain categories of staff are required to be continuously on tour and sometimes in difficult or inaccessible areas. The concerned Heads of Departments have recommended special pays in such cases. The Commission is of the view that a special pay is not a proper solution in such cases, firstly because the nature of such touring is not such as to justify grant of a special pay all the year round, and secondly special consideration is necessary only in the case of continuous tours in inaccessible or difficult areas. In the latter case the Commission is convinced that some consideration is necessary. Accordingly the Commission recommends that for the staff of these Departments who are required to be on tour continuously in inaccessible or other areas lacking in normal amenities of touring, full daily allowance for the entire duration of tours in such areas may be available in relaxation of the provisions of the B.C.S.R. 449.

9.11. The Commission also does not propose to grant special pays merely for secret or confidential nature of work. A large part of the work in Government is of a confidential nature and Government servants are expected to maintain the secrecy of the transactions of Government. There would no doubt be certain posts where the volume of confidential correspondence might be larger or the nature different but the Commission does not consider that a special pay is justified in either situation.

9.12. A large number of posts at the headquarter organisation of Departments carry special pays in addition to the pay scales prescribed for the cadres to which they belong. These special pays have been justified either on the ground that the responsibilities at the headquarters organisation are of a distinctly higher order or on the basis that officers of the right type have to be specially selected to man these jobs. Such selectivity has also been sought to be justified as a valid criterion for grant of special pays. The Commission is of the view that special pays cannot be sustained on either of these grounds. In the first place withdrawing an officer from the field and posting him at the headquarters organisation by itself does not impose any higher degree of responsibility, or arduousness of functions. A regular flow of personnel as between field jobs and the jobs at the headquarters is essential for an interchange of experience and to equip the officers of the Department with the necessary competence to handle a variety of jobs. Moreover, the functions of posts at the headquarters consist largely of assisting the Heads of Departments in formulation of departmental policy or of implementing the programme. The Commission is definitely of the view that there can be no case for placing a premium on the role of such officers at the headquarters organisations as against those who work in the fields by grant of any special pays. As for the factor of selectivity the Commission is of the view that certain selectivity is involved in filling any job at any level inasmuch as the Department has to choose the right man for the right job to ensure satisfactory results. Such selectivity can be no justification for grant of special pay unless the job connotes a higher level of responsibility. The case for grant of special pay to posts in the Secretariat falls on a different footing though the justification for it is more or less similar. This is discussed in the Chapter on pay scales in the Secretariat.

9.13. Another category of special pays which the Commission does not approve of is that which goes under the name of deputation allowance. The Commission understands that Government have taken a decision already to discontinue the grant of deputation allowances. The demand for special pays for posts outside one's own cadre or for doing work of a nature at variance with that for which a Government servant has been recruited or what could be considered to be his

normal field of duties, was voiced by several official witnesses and Associations of staff. The Commission advocates a flexible approach in regard to grant of special pays under both the circumstances. While the sole guiding criterion should be whether such posting entails such a difference in the degree of arduousness or level of responsibility *vis-a-vis* other posts in the cadre to which the officer belongs or as attaches to his normal sphere of duty, as would justify any additional remuneration, it is possible to appreciate that special pays provide a convenient mode of providing some additional remuneration in the circumstances.

9.14. Special pays sanctioned as compensation for bad climate are recommended to be abolished since the Commission is of the view that there are no areas in the State which could be termed as bad climate regions. The terms of reference require the Commission to examine the rates of bad climate allowance as such and accordingly this has been discussed in the Chapter on 'Allowances'.

9.15. The Commission has outlined in the earlier paragraphs the criteria for grant of special pays under which is included a provision for special pay where work is performed at locations where normal civic amenities are not available. This has been included specifically to compensate Government servants who are required to work in projects, backward or tribal areas where usual amenities available to a Government servant at a place of posting may not be available. It is also likely that the Government servant working in such areas may have to incur additional expenditure on education or medical assistance on account of such facilities not being developed fully at his location. It is on this ground that the Commission recommends the continuance of the existing special pays for project staff and staff posted in scheduled tribe areas of the State. These special pays may continue at the existing rates.

9.16. A special pay for Government servants posted outside the State is not defensible strictly under any of the criteria earlier listed. However, having regard to the dislocation that such postings involve and the additional expenditure on maintaining parallel households at two places as is likely to happen in many cases the Commission is convinced of the need for compensation to them. The Commission has therefore continued special pays in such cases.

9.17. Special pays are granted to a large number of clerical staff disbursing cash. These staffs carry normal scales of pay applicable to the cadre of junior or senior clerks as the case may be. They are required to make good any short falls and are therefore to furnish securities. Their responsibilities are thus of a higher order and such that normally a separate scale of pay could be considered justified, but having regard to interchangeability of these posts with other posts of the cadre it would not be feasible to propose entirely different scales of pay. Some Heads of Departments proposed to the Commission that attaching special pays only to those disbursing cash is restrictive in scope inasmuch as staff who receive large amounts of cash but do not disburse them are not covered under it. The Commission accepts this view and recommends that special pays should be admissible to staff who are required to handle cash and are expected to furnish securities for the purpose. The Secretary, Finance Department, suggested that all Government servants handling cash and are required to furnish security should be granted special pay which should be linked with the amount of security and granted special pay at the rate of one per cent of the amount of security. The Commission agrees with the suggestion of the Secretary, Finance Department, and recommends that all Government servants who are required to furnish security for handling of cash may be granted special pay at the rate of one per cent of the amount of security subject to a minimum of Rs. 5/- and maximum of Rs. 25 p.m. Similar considerations weigh in regard to grant of special pays for confidential clerks and stenotypists. In the case of typists the existing special pays are related to turn out of more work than the norms prescribed in that behalf. To the extent that the special pay is related to additional work there is justification for its continuance.

9.18. In regard to the rates of special pays, several suggestions were made to the Commission. Some felt that special pays should be a fixed percentage of pay while other favoured fixed amounts of special pay set as a percentage of average pay or initial pay on a time scale. As to what percentage the special pay should be to the average of or starting pay of a time scale, opinions have

differed. Some have favoured a flat 20 per cent and others have proposed 15 to 10 per cent. The Commission considers that relating special pays to pay scales by fixing them as a percentage of pay would not be feasible inasmuch as the quantum of special pay would vary with every change in pay. Special pays being granted in recognition of special arduousness of duties or of specific additions to duties or responsibilities, it could not be said that these factors are variable in respect of a post or that they vary with variations in the pay drawn. Moreover, a percentage will fail to account for differences between post and post or work and work. As to fixing the rate of special pay as a percentage of average pay the Commission thinks that such precise link is called for only in those cases where special pays are to be sanctioned in recognition of higher responsibilities which would normally require separate scales of pay. The Commission, however, thinks that the rate of special pay under such circumstances should not be, in any case, in excess of 10 per cent of pay. Where special pays are granted in lieu of higher pay scales as mentioned earlier a link between the rate of special pay and the time scale for the post is necessary. In the lower salary ranges the Commission thinks that this could be between 10 and 15 per cent generally of the average pay on a time scale. For higher posts the percentage could be lower. In other cases where special pays are granted in consideration of a certain measure of arduousness of duties or of conditions under which work is performed the quantum of special pay has to be related more to the degree of such arduousness and the extent to which compensation is called for with regard to conditions of work and the decision has therefore to be made on merits in each case.

9.19. A review of the existing special pays generally reveals that in a number of instances the special pays have been continued because they have been in existence for a long time. The Commission has not accepted this as a valid ground for their continuance. The Commission has taken a strict view of the need for special pays in various circumstances and has recommended special pays only where there is ample justification. The Commission would like to recommend that there should be a periodical review of all special pays so that a reassessment of the facts and circumstances relating to their grant could be made.

A schedule of special pays recommended by the Commission is attached.

SCHEDULE

SPECIAL PAYS

PART—I

Section—I

Special pay recommended for categories of staff common to various departments of Government

Sr. No.	Designation of the post	Amount of special pay	Remarks
1	2	3	4
1. Naiks		Rs. 5/- p.m.	Special pay recommended in lieu of higher pay scale.
2. Typists		(i) Rs. 15/- p.m. and	Only to those typists who type, on an average, 7350 words in English or 6300 words in Gujarati perday.
		(ii) Rs. 7½/- p.m.	Only to those typists who type, on an average, 5250 words per day in Gujarati.
3. Steno-Typists		As indicated in column 4	Rs. 20/-, Rs. 40/- and Rs. 50/- p.m. for Short-hand speeds of 60, 100 and 120 words per minute respectively.
4. Head Typists		Rs. 20/- p.m.	In the offices of Heads of Departments typist, designated as Head Typist, if a separate typing section is in existence with a complement of not less than eight full time typists.

1	2	3	4
5.	Cashier or Clerk or other staff handling cash	As indicated in column 4	Special pay at the rate of 1% of the amount of security required to be furnished by them subject to a minimum of Rs. 5/- p.m. and maximum of Rs. 25/- p.m.
6.	Librarians	(i) Rs. 30/- p.m. (ii) Rs. 60/- p.m.	(i) For Librarians in charge of Libraries with a catalogue strength of Books, excluding magazines, exceeding 15,000. (ii) For Librarians in charge of Libraries with a catalogue strength of books, excluding magazines, exceeding 25,000.

Section—2

Special pay recommended for categories of staff common to Secretariat Departments

Sr. No.	Designation of the post	Amount of special pay	Remarks
1	2	3	4
1.	Confidential Clerk	Rs. 15/- p.m.	
2.	Head Typists	Rs. 20/- p.m.	
3.	Personal Secretaries to Ministers	Rs. 30/- p.m.	Admissible to those who opt for the pay scale prescribed for the posts.
4.	Under Secretaries	Rs. 100/- p.m.	For Non-Secretariat officers appointed as Under Secretary or equivalent post retaining their own pay scales.
5.	Deputy Secretaries	Rs. 150/- p.m.	For Non-Secretariat Officers appointed as Deputy Secretary or equivalent post retaining their own pay scales.

PART—II

Special pays recommended for posts in various Departments of Government

Sr. No.	Name of the Secretariat Department	Department/Office	Designation of the post	Amount of special pay per mensem	Remarks
1	2	3	4	5	6
1.	Agriculture and Co-operation Department	Director of Agriculture	Superintending Agricultural Officer	Rs. 100	
		Director of Animal Husbandry	Veterinary Officer	Rs. 25	To those attending Slaughtering Houses.
		Director of Fisheries	Assistant Teacher	Rs. 5	To one Assistant Teacher per school for clerical work.
		Registrar of Co-operative Societies	Deputy Registrar (Divisional)	Rs. 100	
2.	Civil Supplies Department	District Organisation of the Civil Supplies Department in the Collectorate and under the Food Controller, Ahmedabad City.	Godown Manager	Rs. 25	
			Godown Keeper	Rs. 15	
3.	Education and Labour Department	Director of Education	Secretary, S.S.C. Examination Board	Rs. 100	
		Director of Prohibition & Excise	Inspector	Rs. 20	To those who are posted at Bonded Laboratories.
			Sub-Inspector	Rs. 15	
			Petty Officers	Rs. 10	
			Constables	Rs. 5	
		Director of Technical Education	Principal, Government Engineering College	Rs. 100	
		Director of Social Welfare	Assistant Teacher	Rs. 25	To one Assistant Teacher in Kutch District.
		Industrial Court	Member	Rs. 200	When the officer draws the grade pay of District Judge.
4.	Finance Department	Commissioner of Sales Tax	Sales Tax Officer	Rs. 30	To those in charge of enforcement work.
			Sales Tax Inspector	Rs. 15	
		Director of Accounts and Treasuries	Shroff	Rs. 10	To Shroffs in non-banking sub-treasuries.
5.	General Administration Department	General Administration Department (Secretariat)	P.A. to the Chief Minister Stenographer (to the Chief Minister)	Rs. 50	
				Rs. 50	

6. Home Department

Office of the Comptroller of Household to His Excellency the Governor	Assistant Comptroller	Rs. 50	
Gujarat Public Service Commission	Assistant Secretary	Rs. 50	
Bureau of Economics and Statistics	Inspector	Rs. 20	
	Statistical Assistant	Rs. 10	To those who operate IBM Sorter/Reproducer and ICT Tabulator.
Commandant General of Home Guards	Head Constables (Armourer)	Rs. 10	
	Police Constables (Driver)	Rs. 20	
	Police Constables (Cleaner)	Rs. 2	
Inspector General of Prisons	Superintendent, Special Prison, Bhuj	Rs. 75	
	Nursing orderlies	Rs. 10	
	Tractor Driver	Rs. 15	
Director of Information	Assistant Director	Rs. 75	To those posted at Delhi and Bombay
Director of Transport	Assistant Motor Vehicles Inspectors	Rs. 25	To those posted at border check posts.
Director of Anti Corruption Bureau	Deputy Superintendent of Police	Rs. 75	
	Police Inspector	Rs. 50	
	Police sub-Inspector	Rs. 30	
	Head Constables	Rs. 15	
	Constables	Rs. 10	
C.I.D. Staff			
Inspector General of Police	Deputy Superintendent of Police	Rs. 75	L.I.B. Protection Branch
	Police Inspector	Rs. 50	Rs. —
	Police Sub-Inspector	Rs. 30	Rs. —
	Head Constables	Rs. 15	Rs. 10
	Constables	Rs. 10	Rs. 5
			Rs. 7
			Rs. 5
State Reserve Police			
	Assistant Commandants and Adjutants	Rs. 50	
	Battalion Commander	Rs. 50	
	Police Inspector	Rs. 20	
	Police Sub-Inspector	Rs. 10	
	Store Keeper H.C.	Rs. 5	
	Assistant Store Keeper	Rs. 20	
	Police Driver/Mechanic (Head Constables/Constables)	Rs. 10	
	Head Constables Gr. I and Gr. III.	Rs. 10	

Sr. No.	Name of the Secretariat Department	Department/Office	Designation of the post	Amount of special pay per mensem	Remarks
1	2	3	4	5	6
7.	Industries, Mines & Power Department	Director of Printing and Stationery	Manager, Ahmedabad Central Press	Rs. 100	
			Manager, Bhavnagar Press	Rs. 75	
			Typists	(i) Rs. 10 (ii) Rs. 5	to those typing on Roto Print. to those cutting stencils.
			Machine man	Rs. 10	To those operating the following machines :—
					Name of the Machine No. of the machines
					Automatic Heidelberg 1
					Cylinder 2
					Automatic O.M.II 1
					Automatic Victoria Front 4
					Victoria D.F. Machine (23"×35") 1
					G.M.A. 35"×45" (Automatic) 1
					Victoria Front 25"×37")
					To the officer posted at Bombay.
8.	Legal Department	Commissioner of Industries	Liaison Officer (Industries)	Rs. 75	
		Chief Electrical Inspector	Chief Electrical Inspector	Rs. 150	
		Legal Department (Secretariat)	Joint Secretary	Rs. 300	
		Judicial Department	Chief Judge, Small Cause Court, Ahmedabad	Rs. 100	
		Office of the Charity Commissioner	Charity Commissioner	Rs. 200	To those officers drawn from the judiciary drawing their own grade pay.
			Joint Charity Commissioner	Rs. 200	
9.	Panchayats and Health Department	Director of Drugs Control Administration	Drugs Inspector	Rs. 25	To those working in the Intelligence Branch.
		Director of Health and Medical Services	Joint Director of Health Services/Family Planning	Rs. 150	
			Medical Officer in charge Leprosy Control Unit (Class II)	Rs. 75	

10. Public Works Department	Public Works Department	Medical Officer (Leprosy) (Class III)	Rs. 50	
		Doctors (G.M.S. Class III)	Rs. 30	To those working in Mental Hospital
		Sisters and Staff Nurses	Rs. 20	To those working in operation theatres in Class I Hospitals.
		Staff Nurses	Rs. 15	To those working in Mental Hospital.
		Superintendent of Stores	Rs. 25	
		Peon	Rs. 2 to 8	To those who operate the roneo machine.
		Dock Master	Rs. 75	
		Supervisor (Lights)	Rs. 25	
		Tradesman	Rs. 10	To the tradesman attached to Supervisor Lights.
		Surveyors	Rs. 20	To those doing Theodolite and Plane Table work for city survey.
11. Revenue Department	Office of the Settlement Commissioner and Director of Land Records			

CHAPTER X

Allowances

10.1. The Commission's terms of reference include an examination of the rates of travelling allowance, daily allowance, house rent allowance, local allowance and bad climate allowance. In this chapter the Commission has discussed its recommendations in respect of different allowances in separate sections.

SECTION I

Travelling Allowance and Daily Allowance

10.2. Travelling Allowance, as defined in the Bombay Civil Services Rules (hereinafter referred to as the B.C.S.R.) is an allowance admissible to a Government servant to cover the expenses incurred by him while travelling, in the interests of public service. The basic principle underlying the grant of travelling allowance is that the Government servant should be reimbursed the cost incurred and the rates of the allowance have, therefore, to be regulated in such a manner that the allowance does not become, on the whole, a source of profit to him but at the same time the rates and conditions of drawal of the allowance should not involve undue hardship for the Government servants concerned and protect him from monetary loss for travelling in the discharge of his duties.

10.3. The rules for regulating Travelling Allowance of Government employees are contained in Parts III, IV, V and VI of Chapter XII of B.C.S.Rs. 1959 Vol. I and the reference hereafter is to those rules. The terms of reference require the Commission to consider only the question of revision of rates of travelling allowance and the Commission has as such not examined the other aspects of the allowance except in so far as these are relevant to or impinge upon the rates of the allowance.

10.4. On the question of revision of the rates of Travelling Allowance, the Commission has focussed its attention on the questions relevant to the constituents mentioned below —

- (a) Permanent Travelling Allowance,
- (b) Conveyance Allowance, and
- (c) Travelling Allowance on tour and transfer.

These are dealt with separately in the section that follows

Permanent Travelling Allowance

10.5. Permanent Travelling Allowance is a fixed monthly allowance attached to a post the duties of which require a Government servant to travel extensively within the sphere of his duties. It is in lieu of all other forms of Travelling Allowance and is subject to fulfilment of conditions, prescribed if any. It can be drawn all the year round irrespective of whether a Government servant is absent, on tour, from his headquarters or not (Rules 383, 385). The scheme of Permanent Travelling Allowance is as such simple and administratively convenient both to the Government and the touring official, but its actual operation introduces administrative difficulties such as the need for constant watch on fulfilment of conditions of touring. Moreover, if the rates or Permanent Travelling Allowance are not regularly reviewed to suit the special or general conditions of touring, the employees might be put to loss. Government has since discontinued the scheme of Permanent Travelling Allowance except in the case of non-gazetted officials whose sphere of duties is confined to a Taluka or Mahal vide Government Resolution, Finance Department No. TRA 1063/2594 dated the 18th July 1964 (effective from the 1st August 1964). There

has been a demand by some of the heads of departments for revival of the system of Permanent Travelling Allowance. The view expressed was that the abolition of the Permanent Travelling Allowance and the substitution in its place of mileage allowance and daily allowance with certain limits has led to a curtailment of touring because of the limits prescribed. Other heads of departments have, however, not agreed with this view. They stated that it is possible to do the required touring within the limits prescribed. The abolition was introduced following a study and the Commission is not in a position to opine on its revival. As regards non-gazetted officials for whom the Permanent Travelling Allowance scheme continues, one of the Revenue District Staff Subordinate Associations has demanded abolition of Permanent Travelling Allowance. The Commission having no information about the basic data with reference to which the rate of Permanent Travelling Allowance had been originally fixed and subsequently revised, is not in a position to make any specific recommendations on the point made by the Association but if Government after due consideration of its administrative implications decides that the scheme of Permanent Travelling Allowance should continue, then the Commission would like to emphasize that the existing rates of Permanent Travelling Allowance shall have to be reviewed consistent with the revision of rates of Travelling Allowance (Ordinary) recommended by the Commission.

Conveyance Allowance

10.6. A Conveyance Allowance as B.C.S.R. 387 puts it, is an allowance granted to a Government servant whose pay has not been fixed with special reference to the expenditure likely to be incurred upon touring in the performance of his duties and whose duties involve an extraordinary amount of travelling within a limited area. The Note below the said Rule states that the pay of a Government servant is supposed to include the cost of upkeep of such means of conveyance as are necessary for his ordinary duties and therefore, the claim for a conveyance allowance be admitted only in a few exceptional cases.

10.7. The Commission is not aware of the rate and conditions of Conveyance Allowance sanctioned by Government in different cases. Conveyance Allowance is now granted in accordance with the orders contained in Government Circular, Finance Department No. TRA/1364/622-J, dated the 26th of May 1964. The Schedule of rates of Conveyance Allowance prescribed thereunder is as follows :—

Average monthly travel on duty Kms.	Rates of Conveyance Allowance	
	By own car	By other modes
	Rs.	Rs.
201-350	60/-	20/-
351-500	90/-	30/-
501-650	120/-	40/-
651-800	150/-	50/-
801-1000	180/-	60/-
1000 or more	210/-	70/-

10.8. These rates are based generally on the rates sanctioned by the Government of India in the Ministry of Finance, Office Memorandum No. F(11)(5)EIV(B)160 dated the 24th May 1960. These, in turn, have been made presumably having regard to the general observations of the (Second) Central Pay Commission in paragraph 51 of Chapter XXXIV of its Report. The Government of India have apparently prescribed the rates of Conveyance Allowance with reference to the cost of road journeys in 1961 or thereabout. As the expenses of road journeys by whatever mode of conveyance have generally gone up since then, the Commission considers that the rates of Conveyance Allowance need to be revised in consonance with the rates of road mileage recommended by the Commission. It would be appropriate therefore if the rates of conveyance allowance in force at present are increased by 10 per cent uniformly.

Travelling Allowance on Tour

10.9. A Government servant is said to be 'on tour' when absent on duty from his headquarters either within, or with proper sanction, beyond his sphere of duty (Rule 433). For such a journey he is entitled to travelling allowance in the form indicated below unless he is eligible for Permanent Travelling Allowance.

- (i) Mileage Allowance for journeys by
 - (a) road
 - (b) rail
 - (c) air
 - (d) sea or river
- (ii) Incidental fare and
- (iii) Daily allowance.

Mileage allowance is expected to cover expenses of the travel and the other two allowances expenses incidental to the travel.

10.10. Of the four modes of travel, the most common modes are (a) the Road and (b) the rail. Air journeys are restricted. As regards journey by sea or river, in fact, no representation has been made before the Commission. As to other modes of travel, almost all staff Associations and the Departmental representatives in their written memoranda or oral submissions before the Commission have made two main submissions, that the rates of allowance are far too inadequate and the entitlement to different classes of accommodation on rail journey needs to be modified. It has also been pointed out that rates and ceiling on incidental fares require improvement. Therefore in respect of these allowance, the important points to consider are (i) the grading of Government servants and (ii) rules for each grade in respect of each type of allowance. These points are dealt with separately in the next and subsequent paragraphs.

Grades of Government Servants

10.11. The entire scheme of Travelling Allowance under B.C.S.Rs. is based on the "status" of Government servants. Government servants have been divided into different groups called 'grades'. This grading for purpose of Travelling Allowance is distinct from the classification of services; for instance, a Grade I officer may not necessarily be a class I officer. Grades of Government servants for purpose of Travelling Allowance are laid down in B.C.S.R. 377. Basically, these are of long-standing but on account of merger of Dearness Allowance into basic salaries under the 1964-Dearness Allowance-Merger-Scheme, some modification has been made under Government Notification, Finance Department No. GN 30/TRA/1463/639 dated the 5th April 1964. The gradation is as follows :

- (a) the first grade includes
 - (i) the officers in receipt of actual pay exceeding Rs. 850 (revised) and
 - (ii) Heads of Departments not covered within (i) above;
- (b) the second grade includes
 - (i) all members of All India Services and members of the State Services who are not included in the first grade; and
 - (ii) all other Government servants in receipt of actual pay of not less than Rs. 245 but less than Rs. 851 a month in the revised scale.
- (c) the third grade includes all Government servants in class III service not included in the first, second and the fourth grades.
- (d) the fourth grade includes all members of class IV service not included in the third grade.

Since the scheme of revision-cum-rationalisation of pay structure as recommended by the Commission does envisage a further merger of a substantial portion of dearness allowance, and taking into account the increasing level of incidental expenses, the Commission considers that a suitable re-arrangement of grades is necessary. The Commission accordingly makes the following recommendations —

Grade I

Officers in receipt of actual pay of not less than Rs. 900/- and members on the Senior Time scale of the All India Services and heads of departments otherwise not included.

Grade II

All Government servants in receipt of actual pay of not less than Rs. 300/- per month but less than Rs. 900/-.

Grade III

Government servants in receipt of actual pay of not less than Rs. 150/- per month but less than Rs. 300/- per month.

Grade IV

Government servants drawing pay less than Rs. 150/- per month.

Mileage Allowance :

(a) Road Journey

10.12. The existing provisions of B.C.S.R. 414-II-A apply to cases where a journey is performed in a motor vehicle plying regularly for conveyance of passengers. These provisions do not require any modification.

10.13. In respect of road journeys in owned or hired conveyance, the rates prescribed under B.C.S.R. 414 have been increased under Government Resolution, Finance Department No. 1922/33 dated the 14th June 1949, which remained in force until 1st August 1965. The rates have since been further revised under Government Resolution, Finance Department No. TRA 1064/312-3825 dated the 30th July 1965. It is noticed that while revising the rates of road mileage under the said Resolution, Grade II Government Servants have been placed on par with Grade I Government servants presumably because the cost of maintenance of a vehicle and propulsion charges do not vary according to 'status' or the owner. The Commission considers that having regard to the rise in the cost of propulsion since the rates were last revised, the rates of road mileage require general upward revision. The Commission's recommendations are indicated in the table given below :—

I—Government Servants using their own conveyance

Grade of Government Servant	Mode of conveyance	Rates per E.M. of road mileage			
		As per B.C.S.R. 414	As revised under G.R.F.D. No. 1922 dt. 14-6-1949	As per G.R.F.D. of 30-7-65	As recommended by the Commission
		(decimal approximation)			
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
First Grade	Motor car	23	35	45	50
	Motor cycle	7	14	19	20
	Any other means of conveyance	7	14	19	20

1	2	3	4	5	6
Second Grade	Motor car	16	27	45	50
	Motor cycle	7	14	19	20
	Any other means of conveyance	7	14	19	20
Third Grade	Motor cycle	7	14	19	20
	Any other means of conveyance	7	14	19	20
Fourth Grade	Any means of conveyance	4	7	11	15

II. Government servants hiring a conveyance :

Government servants hiring a conveyance are entitled to claim Road mileage under Government Resolution, Finance Department, No. TRA 1064/312/3825-J, dated the 30th July 1965 at the following rates :—

A Government Servant of the First or Second Grade.	Actual cost of hiring a conveyance in whole or in part subject to limit of 45 Paise per K.M.
A Government Servant of the Third Grade.	Actual cost of hiring not more than two seats in a conveyance subject to a limit of 19 Paise per K.M.
A Government Servant of the Fourth Grade.	Actual cost of hiring not more than one seat in a conveyance subject to a limit of 11 Paise per K.M.

The Commission does not propose any change in the existing scheme of the orders referred to above except that the limit in rate in each case may be revised consistent with the recommendation made in the foregoing paragraph.

(b) Rail journeys

Railway mileage

10.14. The mileage allowance admissible to a Government servant on tour is one actual fare of the class of accommodation which he is entitled to or of the lower class actually availed of plus an incidental fare. The entitlement of Government servants to accommodation in different classes on the railway trains has been prescribed in B.C.S.R. 400. This classification came into existence in April 1955 when the Railway administration reclassified accommodation (abolishing original First class) on Indian Railways. The pay limits adopted in the said rule have been slightly modified under Government Notification, Finance Department, No. GN-30-TRA-1463/639-J dated 6th April 1964, as amended in consequence of the Dearness Allowance merger scheme. The present position with regard to entitlement of accommodation is as follows :—

- | | | |
|---|---|---------|
| (a) (i) Officers of the All India Services. | } | Class I |
| (ii) A Government servant of the first grade not included in (i) above. | | |
| (iii) A Government servant of the second grade in receipt of pay exceeding Rs. 570/- a month not included in (i) above. | | |

- | | | |
|---|---|-----------|
| (b) (i) A Government servant of the second grade not included in (a)(i) and (a)(iii) above. | } | Class II. |
| (ii) A Government servant of the third grade in receipt of pay exceeding Rs. 145/- a month. | | |
| (c) (i) A Government servant of the third grade not included in (b)(ii) above. | } | Class III |
| (ii) A Government servant of the IV grade. | | |

Some of the staff Associations have demanded the liberalisation of the existing provisions regarding entitlement of accommodation on the ground that the provisions of the Government of India are liberal in this respect. The Commission has found that in accordance with the Government of India decision No. (2) below Supplementary Rule 34 all the Central Government employees in the third grade are eligible for class II accommodation and those in grade II drawing pay Rs. 220/- and above are eligible for class I accommodation. Government servants on tour would normally be entitled to the class of accommodation, which they usually avail of themselves while travelling on personal or social grounds; but actually Government servants at certain levels are allowed higher class of accommodation while on tour to enable them to travel in comfort while performing official duties outside their headquarters. The Government of India orders are clearly more generous in this respect but the obvious justification therefore can be that in several cases, the sphere of duties of Central Government employees is very extensive entailing long and arduous travel. This cannot be said to be *per se* applicable to the case of the employees of the State Government. The Commission does not therefore see any justification for adopting the Government of India classification in this matter; however as earlier stated the pay structure recommended by the Commission contains an element of dearness allowance absorbed therein and there is also an upward revision and therefore some readjustment of present classification is necessary. The Commission accordingly recommends that the existing arrangement in respect of entitlement of accommodation should be modified to the extent indicated below :—

- | | | |
|---|---|-----------|
| (a) (i) Officers of the All India Services. | } | Class I |
| (ii) Government servants of the first grade not included in (i) above. | | |
| (iii) Officers in Gujarat State Services in class I not included in (ii) above. | | |
| (iv) Government servants of the second grade in receipt of pay not less than Rs. 600/- | | |
| (b) (i) Government servants of the second grade not included in (a)(i) and (i)(iv) above. | } | Class II. |
| (ii) Government servants in the third grade in receipt of pay not less than Rs. 175. | | |
| (c) (i) Government servants in the third grade not included in (b)(ii) above. | } | Class III |
| (ii) Government servants in the fourth grade. | | |

10.15. Besides, at present second grade Government servants drawing pay of not less than Rs. 420/- are entitled to travel by first class during continuous journey on tour involving night journey of not less than six hours between 7 p.m. and 7 a.m. the next day. This concession had been sanctioned originally by the former Government of Bombay under its Finance Department, Resolution No. TRA—dated the 5th September 1955 having regard to the unsuitable conditions of travelling prevailing then, namely, that on Railway class II accommodation was limited and there was no facility of reservation of seats in that class. The Commission has reviewed the position carefully

in the light of changes that have taken place since then, as also the general improvement in the conditions of travelling and has found that there can be no justification for continuing this concession in respect of second grade Government servants drawing pay of Rs. 420/-. The Commission has however recommended that all officers of the State services in class I should be entitled to travel by First class as appropriate to their status.

Incidental fare

10.16. The incidental fare is supposed to meet all expenses incidental to travel such as (i) transport (ii) reservation (iii) portage (mazdoori) (iv) refreshments, etc. Originally, the rate of incidental fare was generally one-half of the fare of the class of accommodation which a Government servant was entitled to, but in consequence of re-classification of accommodation on the Railways effected in 1955, the incidental fares were revised with effect from 1st April 1955 by the Government of Bombay under Government Resolution, Finance Department, No. TRA 1055 dated the 25th March 1955 as indicated below :—

Grade of Government servant	Flat rate of incidental fare
First grade	12 pies per mile
Second grade	8 pies per mile
Third grade	4 pies per mile
Fourth grade	One half passenger fare or daily allowance whichever is greater.

10.17. The (Second) Central Pay Commission while reviewing the rates of daily allowance and incidental fares admissible to the Central Government employees made the following observations in sub-paragraph 2 of paragraph 53 of Chapter XXXIV of their report (1957-59) :—

“The present scheme of daily allowance and allowance for incidental expenses probably works out to the pecuniary advantage of a Government servant who follows a long journey with a short stay away from his headquarters; and it works unfavourably when either the stay is long or the journey is short..... It is, therefore, necessary that both, the daily allowance rates and the rates of allowance for incidental expenses should be revised and revised together—one generally upwards and the other downwards. We recommend, however, that in the case of grade III and grade IV staffs there should be no reduction in the allowance for incidentals while revising the existing rates of daily allowance and mileage allowance (in connection with tours).”

10.18. Adopting this suggestion made by the (Second) Central Pay Commission, Government have revised the rates of incidental and daily allowance under Government Resolution, Finance Department, No. TRA 1462/2044-J dated the 22nd October, 1962 (effective from 1st October 1962) according to which the rates of incidentals have been revised as indicated below :—

Grade of Government Servant	Rate per K.M.	Maximum for journey less than 12 hours	Maximum for journey of 12 hours or more
First	3 Ps.	Rs. 10	Rs. 15
Second	2 Ps.	Rs. 8	Rs. 12
Third	1 P.	Rs. 4	Rs. 6
Fourth	Half of single passenger fare or one D.A. whichever is more.	Rs. 2/66	Rs. 4

10.19. The Commission has reviewed the case for modification of the rates of incidental fares having regard to the position obtaining prior to 1955 and the change in the conditions of travel since the rates were last revised and has come to the conclusion that the last revision prescribing maxima based on duration of journey has resulted in a sustained cut in the incidental fare and particularly in respect of short journeys undertaken by grade III and IV employees. Reservation charges, portage and the cost of transport, etc. have gone up appreciably. The Commission, therefore, recommends that the rates of incidental fare should be revised as below and be limited by a ceiling equal to the rate of daily allowance at ordinary rate admissible to the grade of Government servant concerned. The existing scheme of grant of incidental fares of the Government of India provides for ceiling on a similar basis.

Grade of Government Servant	Rate of incidental fare per K.M.	Maximum for every 24 hours journey or part thereof
First	4 Ps.	One daily allowance
Second	3 Ps.	
Third & Fourth	2 Ps.	

10.20. One of the Staff Associations has suggested that reservation and other charges should be reimbursed as actual expenses. 'Actual travelling expenses' are defined in sub-rule (2) of B.C.S.R. 9. The incidental fare is an all inclusive allowance and the rates of incidental as recommended by the Commission are meant to cover all travelling incidentals such as (i) cost of transport, (ii) reservation, (iii) portage, (iv) refreshment, etc.

(c) Air journeys

10.21. Under the provisions of B.C.S.R. 417-B a Government servant may be authorised by Government to travel by air and to draw travelling allowance for such travel at the standard air fare for the journey as prescribed by competent authority plus an incidental fare at the prescribed rates. The general orders of Government authorising Government servants of particular status to undertake air journey are codified below the said rule. The rates of incidental fare regulated from time to time since October 1946 are as indicated below :—

Prior to October 1946	October 1946 to December 1955	1-1-56 to 14-6-1959	15-6-1959 to 30-9-1962	From 1st October 1962
Half daily allowance for each day.	One-fourth of a standard air fare.	One-fifth of standard air fare.	One-fifth of standard air fare subject to a limit of Rs. 30 per day.	One-fifth of standard air fare subject to the following limits :—
				Grade of Government Servant
				I Gr. Rs. 15
				II Gr. Rs. 12
				III Gr. Rs. 8
				IV Gr. Rs. 4

10.22. The incidental fares have been made subject to maximum limits evidently with a view to ensuring that Government servants do not derive automatic and unintended benefit on account of revision of air-fares. The last revision has been effected in the context of general revision of rates of incidental fares and daily allowance in pursuance of the recommendations of the (Second) Central Pay Commission.

10.23. The Commission has reviewed the rates of incidental fare for air-journeys very carefully and has also taken note of the fact that recently the Government of India has limited the rate of incidental fare to a maximum of Rs. 10 per each journey on the ground of economy. The rates of incidental fare, which is in nature of a compensatory allowance, have to be determined strictly on the basis of travel expenses and the mode and duration of travel and not solely on grounds of economy. Again, it is seen from the schedule of delegation of powers made by the Government of India under Supplementary Rules 48-B(ii) vide item 17-A in Appendix A contained in F.R.S.R. Vol. II that air travel is permitted by the Government of India on an appreciably more liberal scale than that authorised by the State Government. It is presumably because of the wide delegation of powers obtaining under Government of India orders and the large number of air journeys performed by the officers of the Government of India that the factor of economy has come to be introduced for controlling expenditure on Travelling allowance. It is significant that the rate of incidental fare was subject to a limit of Rs. 30/- per journey upto September 1962 and from 1st October 1962 it has been substantially pruned down. No doubt it is true sundry expenses on air travel are considerably less, on account of the reduction in travel time and the facilities provided by air-services. Taking all these factors into consideration, the Commission recommends that the incidental fare for journey by air should be admissible at the rate of one daily allowance which the Government servant would normally be entitled to draw on tour.

Daily Allowance

10.24. A daily allowance is a basic form of Travelling Allowance, admissible to a Government servant on tour to enable him to meet the ordinary daily expenses incurred by him on account of (i) transport, (ii) board and lodging, (iii) refreshments and other miscellaneous items. The daily allowance can be exchanged for mileage allowance or can be drawn in addition to mileage as permitted under relevant rules. The rates of the allowance as laid down in B.C.S.R. 420 had been increased by the former Government of Bombay with effect from the 1st May 1949 under the Government Resolution, Finance Department, No. 1922/33 dated the 14th June 1949 which remained in force for quite a long period upto the 30th September 1962. As earlier mentioned the rates of the allowance came to be revised under Government Resolution, Finance Department, No. TRA 1462/2044-J dated the 22nd October 1962 with effect from the 1st October 1962 in pursuance of the recommendations of the (Second) Central Pay Commission. In consequence of merger of dearness allowance into basic salaries in 1964, the pay slabs have been suitably readjusted under Government Notification, Finance Department, No. GN 30/TRA/1463-639 dated the 6th April 1964, as amended. The existing rates of daily allowance is indicated below :—

Existing rates of Daily Allowance

Grade of Government servant or Pay range	Rate of D.A.
I Grade	Rs. 13
II Grade	
Above Rs. 570	Rs. 9
Above Rs. 350 upto Rs. 570	Rs. 7/50
Above Rs. 245 upto Rs. 350	Rs. 6
III Grade	
Above Rs. 145 and less than Rs. 245	Rs. 4
Above Rs. 100 upto Rs. 145	Rs. 3/25
Upto Rs. 100	Rs. 2/50
IV Grade	Rs. 2

10.25. As pointed out at the outset, almost all associations of staff and many heads of departments expressed their grievances about the inadequacy of the rates of daily allowance. They have pointed out that Government has revised the rates of boarding and lodging at circuit houses, Guest houses and rest houses but corresponding increases in daily allowance have not been sanctioned. They have also stated that the accommodation in Government guest houses etc. is limited and in a large number of places in the State there are no Government guest houses. Generally

Government servants on tour have therefore to make arrangement of their own which entails considerable expenditure. The Commission has examined all those submissions very carefully. Whichever way the concept of the allowance is defined it is obvious that at all levels the rates of daily allowance should be such as would be sufficient to provide for reasonable expenses on boarding and lodging, necessary refreshments and some sundries. If a Government servant on tour is out of pocket while on tour on duty it could have undesirable consequences by encouraging dishonest practices. The Commission considers that a reasonably liberal revision of rates of daily allowance is called for and accordingly recommends that the rates of daily allowance may be revised as indicated below :—

Government servants (Pay ranges)	Rate of daily allowance
(i) Officers on the Senior Time Scale of A.I.S. and those drawing pay not less than Rs. 900/- p.m.	Rs. 16/-
(ii) Officers drawing pay not less than Rs. 600/- but less than Rs. 900	Rs. 12/-
(iii) Officers drawing pay not less than Rs. 300 but less than Rs. 600	Rs. 9/-
(iv) Officers drawing pay not less than Rs. 175 but less than Rs. 300	Rs. 6/-
(v) All class IV employees and those in the higher grade whose pay is less than Rs. 175	Rs. 4-50

10.26. At present, for halts at 'A' and 'B' class cities outside the State, the normal daily allowance is enhanced by 40 per cent and 20 per cent respectively. Government servants on tour halting at places within the territory of another State could not expect the same facilities—psychologically and otherwise—that one usually gets at a place in his own State and it is reasonable that special consideration in determining the rates of daily allowance in such cases is necessary. Since Ahmedabad is generally recognized as more expensive locality within the State and has been included among cities classed as B-1, it would be appropriate to give some consideration also to the State Government servants camping at Ahmedabad. The Commission accordingly recommends that increases in rates of daily allowance may be allowed as indicated below :—

For halts at places outside the State.	Rate of increase over basic daily allowance.
'A' class cities	50%
'B' and 'B-1' class cities	25%
For halt at Ahmedabad	15%

10.27. Under the orders contained in Government Circular Memorandum, Finance Department, No. TRA-1057/57 dated the 9th January 1958 read with Government Circular Memorandum Finance Department, No. TRA-1058 dated the 27th January 1959 Government servants not in receipt of Permanent Travelling Allowance or conveyance allowance have to forego one-fourth of the daily allowance on the days on which they are on tour and use Government vehicles free of charge. Several officers who gave evidence before the Commission suggested that there should not be reduction on daily allowance in such circumstances. The Commission has considered the demand comprehensively and is of the view that the existing practice is not devoid of justification inasmuch as a daily allowance is supposed to include the cost of transport and to the extent that a Government servant on tour is provided with means of conveyance free of charge there would be a corresponding saving of expenditure to be met out of the daily allowance. The Government has also to bear the normal expenses arising out of the use of its vehicle. Having regard, however, to the fact that a Government servant travelling in a Government vehicle (for which he has not to bear any propulsion charges) is also not eligible for any incidental fare (unlike in railway journeys), it would be sufficient if a reduction of 20 per cent in the daily allowance is made in such cases.

10.28. The reduction at present applies also to members of staff accompanying an officer provided with a Government vehicle, free of charge. It has been represented to the Commission that such a cut is not justified in the case of the other staff and hence it should be dispensed with. The Commission is satisfied that the ground in support of a cut in the rate of D.A. drawn by the officer who has been provided with the vehicle would be valid in the case of the accompanying staff as well. The Commission, therefore, does not propose any change in the present provisions except that the rate of deduction may be 20 per cent instead of 25 per cent as at present.

10.29. Under the provisions of B.C.S.R. 449, daily allowance may not be drawn for a continuous halt of more than ten days at any one place. A section of Government employees have sought a liberalisation of the provision so that daily allowance at full rates would be available for the entire period of halt irrespective of its duration, as according to them, travelling expenses for the period in excess of ten days continue to be the same as before. The Commission is satisfied that such restriction is necessary in the interests of purposeful and productive touring. Sufficient provisions for relaxation of the conditions do exist at present. A general relaxation in the case of staff of the Forest, Medical and Public Health, Land Records and Geology and Mining Departments who may have to undertake continuous touring in inaccessible or difficult areas has also been recommended in an earlier chapter.

Travelling Allowance on Transfer

10.30. A Government servant transferred from one station to another, in the interest of public service, is entitled to travelling allowance for himself and members of his family as defined in B.C.S.R. 9(18). The Travelling Allowance on transfer is admissible generally in the following forms :—

(i) **Mileage allowance :**

(a) **Road journey :—**

*Two mileages for self at the rate to which his grade entitles him
plus

One mileage at the same rate for one member of his family accompanying him
plus

One mileage at the same rate if more than one member of his family accompanying him.

In all four mileages.

(*the extra mileages cover incidentals).

(b) **Rail journey :—**

(1) single fare for self of the class to which he is entitled;

(2) one fare for each adult member of his family;

(3) one-half fare for each child;

(4) incidental fare at four times the rates admissible on tour.

(ii) The actual cost of carriage by goods train of 'personal effects' upto the following maxima :—

Grade of Government servant	If possessing a family Quintals (fraction rounded to nearest integer)	If not possessing a family Quintals (fraction rounded to nearest integer)
First Grade	34	22
Second Grade	17	11
Third and Fourth Grade	8	7

(iii) Allowance for transportation of personal effects by cheapest means of conveyance by road (from residence to the railway station headquarters and from the railway station to the residence at the new headquarters) at the following rates :—

Headquarters	Rate per Quintal
(i) Ahmedabad, Surat, Baroda, Jamnagar, Rajkot, Bhavnagar, and Junagadh.	15 paise (appx.) per Km. for first 8 Kms. and at half the rate for every other Km. thereafter.
(ii) elsewhere	7.5 paise (appx.) per Km.
(iv) Packing charges :—	

Grade of Government Servant	Rate per Quintal
First and Second	Rs. 1.34
Third and Fourth	Rs. 0.67

10.31. Several Staff Associations and Departmental representatives who gave evidence before the Commission have represented that the travelling allowances on transfer are inadequate. The main plank of their argument was that the existing scheme does not provide for compensation against losses sustained by Government servants on account of breakages, loss of some of their household effects in the course of (i) winding up their old establishment or (ii) transportation or (iii) rehabilitation of the new station. Secondly, it was pointed out that generally Government servants transport their belongings by passenger train or motor-transport and therefore limiting reimbursement to the actual cost of transport by goods train is unfair; and thirdly, the rate of packing and cartage charges are very low.

10.32. The Commission has examined the different forms of travelling allowance on transfer in all aspects, having regard to the recommendations of the (Second) Central Pay Commission and modification made by the Central Government in their Travelling Allowance Rules. Transfer of a Government servant from one station to another is a normal liability of service but the scale of travelling allowance on transfer should be such as would reduce hardships to the minimum, and provide reasonable compensation against physical losses sustained by a Government servant on account of transfer. In this context the Commission considers that a consolidation of some of the components of the allowance would be generally beneficial and administratively desirable. The Commission accordingly recommends that a Government servant transferred in public interest from one station to another should be allowed a lump-sum 'transfer compensation' comprising one half of the incidental fares and **packing and cartage charges** as shifting is done at owner's risk and no part of any insurance premium payable or paid is borne by Government. As regards limiting the allowance for transportation of goods to 'actual expenses of transportation by goods train' the Commission does not propose any change of the existing basis as the quantitative limits which are themselves higher than those prescribed under the relevant rules of the Government of India as far as known to the Commission, are slightly modified and these may generally be sufficient to enable a Government servant on transfer to meet expenditure for transportation of his belongings by passenger train or road transport service. While modifying the quantitative limits the Commission has felt that a valid distinction could appropriately be made as between 'a Government servant possessing a family of not less than three including himself' and 'a Government servant possessing a family of less than three including self.' The Commission recommends that the existing rules regarding Travelling Allowance on transfer should be modified to the extent indicated below :—

- (i) The number of mileages for road journeys and the number of incidental fares in respect of rail journeys should be reduced to one-half of the existing;
- (ii) packing charges should be discontinued;

(iii) the quantitative limit in respect of transportation of personal effects should be as follows :—

Grade of Government Servant	If possessing a family of not less than three members including himself	Individual or having a family of less than three including himself
First Grade	35 Qtls.	24 Qtls.
Second Grade	18 „	12 „
Third Grade and Fourth Grade	10 „	8 „

(iv) cartage allowance should be abolished.

(v) 'Transfer compensation' should be allowed at the following rates :—

Grade of Government Servant	If possessing a family of not less than three including self	Individual or having a family of less than three including self
Grade I	Rs. 175/-	Rs. 100/-
Grade II	Rs. 100/-	Rs. 60/-
Grade III and IV	Rs. 50/-	Rs. 30/-

10.33. Under the provisions of clause (iv) of B.C.S.R. 490(A), when the distance travelled exceeds 80 miles (129 Km.) a Government servant on transfer is entitled to claim an allowance for transportation of conveyances by rail, or by road if he or members of his family accompanying him on transfer actually travel by rail. The implications appear to be that no separate allowance could ordinarily be admissible (i) when the distance travelled does not exceed 80 miles (129 Kms.) or (ii) when the Government servant concerned or any member of his family performs the journey by the conveyance. In Gujarat, there are several important places such as Ahmedabad-Baroda, Baroda-Broach, Broach-Surat, Mehsana-Ahmedabad, Rajkot-Jamnagar (taluka or district headquarters) which are situated less than 80 miles apart. Again, a Government servant having a conveyance but having hired the services of a driver may have on transfer to travel by his own conveyance. In these circumstances either of the conditions would operate harshly on the Government servant concerned. Incidentally, under the rules in force under Government of India it is permissible for a Central Government servant on transfer, to journey by means of his own conveyance and claim an allowance for himself or members of his family as may be admissible normally under the rules. The Commission therefore recommends that the existing rules may be modified and the rates of transportation of conveyance by road may be revised as indicated below :—

(i) 8 ps. per Km. for conveyance of car.

(ii) 4 ps. per Km. for conveyance of a motor cycle or any other means of conveyance.

10.34. The Commission would like to conclude this Chapter with a few general observations on the rules. The Travelling Allowance Rules as contained in Chapter XII of B.C.S.Rs. 1959 and several executive orders have become very complicated. They could be simplified not only in respect of language but more particularly in respect of conditions and provisos. At some places there are special provisions for Class IV employees. These rules directly or indirectly affect the quantum of Travelling Allowance: it appears necessary that the rules should be readily understood and easily administered.

SECTION II

House Rent Allowance

10.35. House Rent Allowance as defined in Bombay Civil Services Rule 9(26) is an allowance toward defraying house rent, granted in localities where such rents are high or granted in lieu of free quarters. The Commission's terms of reference do not cover an examination of terms and conditions for allotment of 'rent free quarters', but are confined to the allowance sanctioned with reference to localities only. This allowance is apparently related to the costliness of the locality in respect of housing accommodation. In respect of that allowance the Commission is not concerned with the terms and conditions to be complied with for claiming the allowance, such as production of vouchers or other proofs or with the places at which allowance is payable but only with the rates of the allowance. The origin of the allowance is traceable to the orders contained in Government Resolution(s), Finance Department, No. 6567/33(III)-(IV) dated the 15th January 1948. Presumably the scheme came into existence following the recommendations of the (First) Central Pay Commission (Varadachariar Commission.) Relevant extracts from the Commission's report (Paragraphs 76, 77 and 78) are quoted below :—

“War-time conditions have brought the housing problem to the forefront. As many of the important public offices are situated in crowded cities, a large proportion of public servants have been hard put to find residential accommodation even on payment of high rent. x x x”. “x x x Government have not as a general policy accepted their liability to furnish residential accommodation (whether free or on rent) for all classes of their employees. As a matter of convenience they have endeavoured to provide accommodation in some large centres where there is considerable body of employees and where the shortage of accommodation renders it desirable that Government should provide accommodation. x x x In this respect too, we do not consider any change is necessary. In places where house rents are very high and Government are not themselves in a position to provide accommodation for their staff, it has in the past been the policy to grant a house rent allowance. Till recently, this concession had been limited to costlier cities like Bombay, Calcutta etc. and to the staff who are normally liable for All India Service. x x x”

“In framing our recommendations regarding basic scales, we felt that uniform scales of pay could be prescribed only on the assumption that in costlier cities and special areas the basic scale will be supplemented by the grant of suitable house rent or other allowance.”

That Commission accordingly recommended house rent allowance at the rates indicated below :—

Pay of Officer	Cities with population over one lakh	Cities with population over five lakhs	Bombay and Calcutta
	Rs.	Rs.	Rs.
Below Rs. 55	5	7	10
Rs. 55—100	7	10	15
Rs. 101—250	-	15	20
Over Rs. 250	-	7½% of pay*	10% of pay*

(*to cover the actual rent paid in excess of 10 per cent of pay)

10.36. The allowance for State Government servants is regulated by the rules contained in Appendices XV and XVII of B.C.S.R. 1959 Vol. II, read with executive orders issued from time to time

The rates of house rent allowance sanctioned originally by the former Government of Bombay under the said rule are indicated in the statement below :—

Pay of Officer	Ahmedabad (Non-Gazetted staff only)	Baroda, Surat	* Bhavnagar Jamnagar Rajkot
	Rs.	Rs.	Rs.
Below Rs. 55	7	5	5
Rs. 55—100	10	7	7
Rs. 101—250	15	10	10
Above Rs. 250	7½% of pay	5% of pay	5% of pay

(*Sanctioned after reorganisation of the Bombay State in November 1956; originally the allowance had been sanctioned by the former Saurashtra Government under Government Resolution, Finance Department, No. 10/48 dated the 31st May 1948).

10.37. In consequence of revision of pay structure due to merger of dearness allowance into basic salaries under the Gujarat Civil Services (Revision of Pay) Rules 1961 the aforesaid rates of allowance have come to be revised under Government Resolution, Finance Department, No. CPA/1063-J. (Spl.) dated the 2nd November 1963. Subsequently, Ahmedabad city having been upgraded to B-1 category (population over 8 lakhs) by the Government of India, the rate of allowance for Ahmedabad city has been further revised under G.R.F.D. No. CPA 1063 dated the 10th February 1964 read with Government Resolution, Finance Department, No. CPA 1064/922 dated the 18th February 1964. The altered position is summarised in the following table.

Ahmedabad				Baroda, Bhavnagar, Jamnagar, Rajkot & Surat		
From 1-10-61 to 31-12-63			From 1-1-1964		From 1st October 1961	
<i>Gazetted</i>	<i>Non-Gazetted</i>		<i>Pay Range</i>	<i>Rate</i>	<i>Pay Range</i>	<i>Rate of allowance</i>
7½% of pay	Below Rs. 76	Rs. 7.50	Below Rs. 75	Rs. 9.00	<i>Gazetted</i>	
	Rs. 76—99	Rs. 10.00	Rs. 75 & above	Rs. 12.50		
	Rs. 100—199	Rs. 15.00	but below		Below Rs. 300	Rs. 10.00
	Rs. 200 & above	7½% of pay	Rs. 100			
			Rs. 100—299	12½% of pay subject to a minimum of Rs.17.50	Rs. 301 and above	5% of pay
					<i>Non-Gazetted</i>	
					Below Rs. 76	Rs. 5.00
					Rs. 76-145	Rs. 7.50
					Rs. 146—300	Rs. 10.00
			Rs. 300 and above	10% of pay	Above Rs. 300	5% of pay

10.38. Before 1965 house rent allowance was thus payable at five localities, namely, Ahmedabad, Baroda, Bhavnagar, Jamnagar, Rajkot and Surat. Since 1965 it has been sanctioned for some other localities also. Under Government Resolution, Finance Department, No. GBB/1265/3283-CH, dated the 1st October 1965 the benefit of house rent allowance at the rates obtaining at Ahmedabad has been extended as a special case to the staff of the District Court, Ahmedabad whose headquarters have been shifted to Narol on account of constitution of City Civil Court at Ahmedabad with effect from the 4th November 1961, and this benefit has been extended to employees of other Departments also whose Headquarters have been shifted from Ahmedabad to Narol for administrative convenience. The allowance is called 'Narol Allowance'. Then under the recent orders contained in Government Resolution, Finance Department, No. PKN-1066/2360/CH dated the 27th September 1967 effective from 1st October 1967 house rent allowances have been sanctioned to employees stationed at nine

other towns of the State namely, Broach, Godhra, Junagadh, Morvi, Nadiad, Navsari, Patan, Porbandar and Veraval, at the same rates as applicable at Baroda, Surat, Rajkot, Bhavnagar and Jamnagar. Similarly on account of the difficult housing situation at Bulsar due to reorganisation of Surat District and creation of a new district with the headquarters at Bulsar, house rent allowance has been sanctioned under Government Resolution, Finance Department, No. CPA 1065/U.O. 340-J dated the 25th December 1965 temporarily to Government servants transferred to Bulsar from the 1st April 1964 or thereafter. The original sanction was for one year upto 24th February 1965 but it has been extended from time to time and the last extension is valid upto 24th February 1969 or till decision is taken on the recommendation of the Commission whichever is earlier.

10.39. Several Staff Associations in their written representations as well as oral submissions at the time of recording of evidence have contended that house rent allowance should be given to employees stationed at all cities and towns where industrialisation has affected housing situation to an appreciable extent. Demands have been made for grant of the House Rent Allowance at all the taluka towns and all towns in the State. According to some of them, the present basis of classification of cities on size of population was meaningless. The Commission has noticed that there has been widespread criticism of this criterion for grant of the house rent allowance. The issue had also come up for review before the (Second) Central Pay Commission which confirmed the present basis observing that 'No sounder criterion than that of population was available.' The Commission has not examined this aspect of the question on merits as it falls outside the scope of enquiry but has mentioned it so as to bring the demand to the notice of Government. The Commission does not make any observations on the continuance of the Naryl allowance or the house rent allowance admissible at Bulsar for the same reason.

10.40. On the question of revision of the existing rates of the allowance, the Commission had attempted to relate the rate of allowance to the actual variations in the degree of expensiveness of rentals in different localities but had perforce to conclude that no reliable yardsticks are available to gauge relative expensiveness between one city and another. However, having regard to the social and economic changes that have taken place in recent years and especially since the scheme of the allowance was originally instituted, the Commission considers that there is **prima facie** case for general revision of the rates of this allowance. It is a fact widely known that the pace of urbanisation and industrialisation of the State have generally pushed up rentals to very high levels and the demand for housing has outpaced construction activity at almost all urban centres. However, while determining the quantum of revision due consideration has to be given to the fact that on account of merger of dearness allowance into basic salaries in 1963-64 (effective from 1st October 1961) generally, the Government servants concerned have benefited by the increases in the quantum of allowance to some extent and again they would derive similar benefit on account of the higher pay scales which the Commission has recommended and the further merger of dearness allowance. Another factor to consider is that the existing rates compare well with those sanctioned by the Government of India. The Commission is therefore satisfied that moderate improvement in the rate of the allowance will suffice under the present circumstances.

10.41. For purposes of determining the rates of house rent allowance the Commission considers that the cities and towns in the State at which the allowance is admissible could be divided into three groups as indicated below :

Grade I	Ahmedabad city.
Grade II	Baroda, Bhavnagar, Jamnagar, Rajkot, and Surat.
Grade III	Broach, Godhra, Junagadh, Morvi, Nadiad, Navsari, Patan, Porbandar and Veraval.

10.42. The reasons for such a grouping do not require any elaboration. The problems of housing and the expensiveness of rentals in the city of Ahmedabad would well justify a special treatment

for the city. As for the other centres the Commission feels that having regard to the factors like population, industrialisation and concentration of Government employees which inevitably impinge on the housing situation in a locality a valid distinction could be made between Baroda, Bhavnagar, Jamnagar, Rajkot and Surat on the one hand and the remaining towns on the other. The Commission recommends rates of house rent allowance for the different groups of cities as indicated in the table below. The pay-ranges have been redefined in keeping with the merger of dearness allowance and to propose uniform rates of allowance for gazetted and non-gazetted staff, there being no sufficient justification for continuing the preset distinction at particular places between gazetted and non-gazetted staff.

Rate of Allowance

Pay range	Ahmedabad	Baroda, Bhavnagar, Jamnagar, Rajkot & Surat	Broach, Godhra etc.
Below Rs. 100	Rs. 12.50 p.m.	Rs. 10 p.m.	Rs. 7.50 p.m.
Rs. 100 but below Rs. 350	15% of pay subject to a maximum of Rs. 40/- p.m.	10% of pay subject to a maximum of Rs. 25/- p.m.	8% of pay subject to a maximum of Rs. 20/- p.m.
Rs. 350 and above	12½% of pay subject to a maximum of Rs. 200 p.m.	8% of pay subject to a maximum of Rs. 175/- p.m.	6% of pay subject to a maximum of Rs. 150/- p.m.

10.43. The grant of the allowance is conditioned by the fact that Government servants have to bear a certain proportion of rental liabilities themselves. The existing orders of Government envisage that the liability of the Government servants in this behalf would be as indicated below :

Emoluments	Rental liability to be borne by Government servant
Upto Rs. 209	7½%
Rs. 210 and above	10%

House rent allowance is admissible only as against the excess expenditure subject to the specified limits, and vouchsafed by production of rent receipts or certificates. Some of the staff Associations and particularly representatives of non-Government teachers (in whose case also the orders have been extended) have represented that the house rent allowance should be allowed at flat rates, if necessary at reduced rates. They have argued that it is difficult for the authorities to enforce the orders strictly and to some extent the orders encourage dishonest practices. Strictly the matter relates to the conditions for grant of the allowance and not to the quantum of the allowance and the Commission has not made any detailed examination of the issues involved. However on a *prima facie* examination the Commission is satisfied that the existing orders are quite sound. It will have to be appreciated that while determining any scale of remuneration the standard of living of the Government employees is taken into account and to the extent that expenditure on rentals is an important item in any family budget the pay-scales do provide a certain basic capacity to meet the expenditure on house rents also. Obviously, therefore, if house rent allowance is allowed unconditionally then it would mean that the employee would derive dual benefit. The assumed rental liability of an employee to the extent of 7½% or 10% of his emoluments seems to be quite fair both to the employees and to the Government. Administrative difficulties that may arise in regard to scrutiny of rent receipts and verification of claim shall have to be taken care of by devising suitable procedures. That cannot be an argument for scrapping orders which are inherently sound and fair.

10.44. Incidentally, in the matter of house rent allowance a point has been urged before the Commission that while assessing the quantum of house rent allowance two different criteria are adopted while computing the employees liability on the one hand and fixing the quantum of reimbursement on the other. That is to say, at the point of assessing rental liability a fixed percentage ($7\frac{1}{2}\%$ or 10%) of emoluments (which include compensatory allowance) as defined in B.C.S.R. 9(17) is taken into account while the allowance itself is limited to a percentage of pay only. The Commission has gone into this point carefully and has found that the issue arises out of the orders contained in Government Resolution, Finance Department, No. CPA 1064/1100-CH dated the 7th August 1964.

10.45. The Commission considers that the system is essentially sound. While the compensatory allowances do enhance the capacity of the Government servant to bear house rents on his own, the reimbursement by way of the allowance should be relatable only to the pay inasmuch as it is the pay that determines the status of the officer and thus delimits the Government's reasonable responsibility to enable him to pay rents on accommodation befitting his station in life. Moreover, the compensatory allowances do not introduce any basic differences as between corresponding levels of Government servants. Hence the uniform treatment in regard to the rate of reimbursement is essential.

SECTION III

Local Allowance

10.46. 'Local Allowance' as defined in B.C.S.Rs. is an allowance granted on account of the expensiveness of a locality. The Government Resolution, Finance Department, No. PDS-1665 dated the 12th May 1966 laying down the terms of reference does not precisely define the local allowances meant to be covered within the scope of enquiry. Several representations received by the Commission from the Staff Associations and others however indicated that the employees were concerned mainly about the compensatory local allowance and at the time of recording of oral evidence also generally emphasis was laid on this allowance only. The Commission, therefore, sought information from the Government in the Finance Department about other local allowances falling within the ambit of its enquiry. The replies received from Finance Department as well as other Departments implied that the Commission need concern itself mainly with the question or revision of rates of compensatory local allowance.

10.47. Ahmedabad is the only city qualifying for compensatory local allowance under existing orders and it is admissible to all Government servants serving in that city. As pointed out earlier Government servants belonging to offices whose headquarters have been shifted from Ahmedabad to Narol are also allowed compensatory local allowance at the same rates as applicable to Ahmedabad but in the form of a 'Narol Allowance'.

10.48. Compensatory local allowance is an allowance intended to compensate only that element of expensiveness of cities which is not covered by the dearness allowance. The Commission made an effort to trace the original institution of the Compensatory Local Allowance but the only broad clue it had was from the report of the (First) Central Pay Commission that the compensatory allowances came to be granted to officers of the All-India Services serving in costly cities after world war I and these were revised or withdrawn after 1931 in the context of revision (downwards) of pay scales, on account of economic depression. The rules regulating Compensatory Local Allowances are contained in Appendices XV and XVII of B.C.S.Rs. 1959 Vol. II read with executive orders issued by Government from time to time. The main rules contained in the aforesaid appendices are based on the orders contained in the Government of Bombay, Finance Department, Resolution No. 6567/33(iii)/IV dated the 15th January 1948 made presumably in pursuance of the recommendations of the Varadachariar Commission. That Commission had *inter alia* observed that local allowance should be limited to a few costly cities as it had recommended uniform scales of pay for cities and semi-urban or rural areas. That Commission made

specific recommendations in respect of staffs stationed at Bombay and Calcutta and the case for grant of similar employees stationed at other specially costly cities was left to be decided by Government after reviewing conditions prevailing there.

10.49. Since the pay scales of the State employees were revised under the Gujarat Civil Services (Revision of Pay) Rules 1961 under the dearness allowance—merger scheme—the rate of Compensatory Local Allowance also came to be revised vide Government Resolution, Finance Department No. CPA/1063-J (Spl.) dated the 2nd November 1963. Subsequently Ahmedabad having been included in B-1 category of cities—higher than B category—by the Government of India, the rates of Compensatory Local Allowance have been revised with effect from 1st January 1964 under the Government Resolution, Finance Department No. CPA 1063 dated 10th February 1964 read with Government Resolution, Finance Department No. CPA/1064-922 dated the 18th February 1964. These orders follow similar orders of the Government of India.

10.50. The rates of the allowance in force from time to time are summarised in the table below:—

Ahmedabad					
Compensatory Local Allowance					
1-2-1948 to 30-9-1961		1-10-1961 to 31-12-1963		1-1-1964 onwards	
Pay Range	Rate	Pay Range	Rate	Pay Range	Rate
(Non-gazetted only)		(Gazetted and non-gazetted)			
Below Rs. 55	Rs. 3	Below Rs. 500	5% of pay subject to a maximum of Rs. 10/- p.m.	Below Rs. 250	7½% of pay subject to a minimum of Rs. 6 & maximum of Rs. 15/- p.m.
Rs. 55-100	Rs. 5				
Rs. 101-140	Rs. 7				
Rs. 141 & above	Rs. 10				
		Rs. 500-509	The amount by which pay falls short of Rs. 509.	Rs. 250 & above	6% of pay subject to a minimum of Rs. 15/- & maximum of Rs. 50/- p.m.

10.51. Several associations of staff have sought extension of compensatory local allowance to other cities in the State. However, the Commission has no observations to make on these demands as they fall outside the terms of its enquiry. In regard to the rates of the allowance the Commission considers that in view of the prevailing rates of Compensatory Local Allowance applicable to Government of India employees in B class cities there is no case for a substantial increase in the rates of Compensatory Local Allowance admissible to employees in Ahmedabad. A modest increase in the rates and readjustment of pay-ranges in keeping with Dearness Allowance merger would be adequate. It is significant to note that the rate being in terms of a percentage of basic salary, the actual quantum of allowance increases with rise in basic pay either by increment or promotion and the ceiling operates only in a small number of cases where the pay exceeds Rs. 833. Again in the proposed revision of pay structure quite a good portion of dearness allowance goes into basic salary and there is an incidental advantage in the quantum of the allowance. The Commission accordingly recommends the following rates:—

Pay Range	Rate of Allowance
Below Rs. 350	7½ p.c. of pay subject to a minimum of Rs. 7 p.m. and a maximum of Rs. 20 p.m.
Rs. 350 and above	6 p.c. of pay subject to a maximum of Rs. 60 p.m.

SECTION IV

Bad Climate Allowance

10.52. The 'Bad Climate Allowance' is a special pay sanctioned to Government servants in consideration of the unhealthiness of the locality in which the work is performed **vide** clause (c) of sub-rule 49 of rule 9 of B.C.S.Rs. 1959.

10.53. The rules of Bad Climate Allowance and localities qualifying for such allowance are laid down in Appendix V of B.C.S.Rs. 1959 Vol. II. The Commission also learnt that besides this, there are special orders for 'Gir Allowance' and 'Dangs Allowance' also. The orders for 'Gir Allowance' had been made originally by the former Saurashtra Government while the 'Dangs Allowance' came to be sanctioned when Dangs was under the former Western India and Gujarat State Agency Administration.

10.54. As its very term suggests, the object of the Bad Climate Allowance could only be to compensate Government employees towards additional expenditure they might have to incur on maintaining their health while working in unfavourable and unhealthy climatic conditions.

10.55. In the course of scrutiny of representations and the replies to the Commission's questionnaire received from individuals and representative bodies, it was noticed that no specific or positive suggestions had been made in respect of Bad Climate Allowance, though the Commission had tried to elicit information and views on the subject **vide** Item Nos. 45 and 46 of the questionnaire.

10.56. During the course of discussions with the Commission several official witnesses and particularly the Director of Health and Medical Services expressed the view that consequent to the launching of an extensive public health programme under the successive five year plans—especially in the field of malaria and filaria eradication—no areas in the State could now be considered unhealthy or vulnerable to health hazards. The improvement in standards of sanitation and water-supply have further reduced the unhealthiness of localities. The Commission shares this view and recommends that bad-climate allowance need not be sanctioned in any area of the State. Allowances currently admissible may be withdrawn by stages. The backward area allowance now admissible in certain cases can take the place of this allowance wherever necessary.

CHAPTER XI

Initial Pay Fixation in the Revised Pay Scales recommended by the Commission

11.1. The Commission is required under its terms of reference to recommend an appropriate method of fixation of pay of the existing employees in the revised scales.

11.2. There are four alternative methods that have generally been adopted by several Pay Commissions for purposes of initial pay fixation in the revised scales of pay. These are :

- (a) the method enunciated in the B.C.S.R. 44;
- (b) the method of fixing pay at a stage next above 'existing pay';
- (c) the method of 'point to point' pay fixation subject to minimum and maximum increases;
- (d) the method of giving 'weightage' over and above 'pay fixed under method (b) above for service rendered in the existing scales subject to minimum and maximum increases.

11.3. Under the normal method of pay fixation indicated at (a) above, the pay of a Government servant is fixed in the revised scale at a stage equal to his pay in the old scale, or if there be no such stage, the stage **next below** that pay, with personal pay to make up the difference, to be merged into future increments. Under this rule, generally a substantive holder of a post (in respect of which the pay scale has been changed) has the option to retain the old scale (existing scale) as long as he chooses, and an officiating incumbent of the post has necessarily to come over to the new scale forthwith.

11.4. The method (b) above does not require any elucidation.

11.5. The method (c) above, as the very phrase indicates, requires the pay of a Government servant to be fixed in the revised scale at a stage arrived at by adding the same number of increments to the minimum of the scale as the incumbent of the post had earned in the existing scale. In other words, it would generally mean that the revised scale is made applicable retrospectively from the date the Government servant entered the existing scale, the ceilings, if applicable, restricting the benefit.

11.6. The method indicated at (d) above requires that the pay fixed at a particular stage in the revised scale be then advanced to further stage(s) regulated with reference to the length of service. The benefit accruing under this method can also be restricted by imposing a ceiling.

11.7. There has been little support in the evidence before the Commission to the first two methods. The other two methods have however been advocated. Some of the staff Associations have favoured the 'point to point' pay fixation but there has been a general consensus of views in support of the weightage system. However, there has been no unanimity of approach either in regard to the precise weightages to be adopted or restriction of benefit under that method of pay fixation. The Finance Department in its memorandum to the Commission has outlined a formula for giving weightage of one increment for every three years of service in a scale subject to certain limits on the lines of Rule 8 of the Bombay Civil Services (R.O.P.) Rules 1948. The question of a suitable formula for pay fixation was also discussed with the Secretary, Finance Department who suggested in his subsequent communication to the Commission that weightage for past service may be given at the rate of one increment for the first three years of service and one additional increment for every 4 years of service thereafter (presumably without any ceiling).

11.8. The (First) Central Pay Commission favoured grant of weightage to Government servants with longer years of service in the form of advance increments. The essence of the method suggested by the Commission was as follows :—

“The initial pay may be fixed at the stage in the proposed scale next above the pay an employee is drawing in the present scale. To this should be added special increment at the rate of one increment in the proposed scale for every three completed years of service subject to a prescribed ceiling.”

It prescribed different ceiling for the different pay scales. The Commission rejected the point to point method of pay fixation and expressed the view that in the matter of fixation of pay in the revised scale an employee is not entitled as a right to any concession. The (Second) Central Pay Commission's approach to the problem was different. Referring to the Varadachariar Commission's non-acceptance of the point-to-point formula the Commission observed :—

“In rejecting the principle of point to point fixation, the Varadachariar Commission (The First Central Pay Commission) had apparently in mind the heavy cost that could be involved in accepting such a proposal in relation to the scales of pay and dearness allowance they were proposing.”

The Commission further added :

“We have carefully examined the implications of the formula in relation to the pay scales we are recommending and have come to the conclusion that in the present case, there should be no objection to accepting the principle, subject, however, to certain limiting conditions meant to safeguard, on the one hand, the interests of the employees and to ensure, on the other hand, that he does not derive, as a result of mechanical application of a formula, benefits of a size which, considering the economic and other relevant factors would, in our judgment, be excessive.”

The gist of the method of pay fixation recommended by the (Second) Central Pay Commission is as follows :—

The initial pay of the employee who has been brought over to the revised pay scale may be fixed on a point-to-point basis subject to the following conditions viz. that in no case should additional emoluments payable as a result of fixation should exceed (i) Rs. 5 in the case of revised scale ending at Rs. 100 or less provided that the resulting benefits may be allowed to go up to Rs. 7-50 in respect of persons who have served for more than 10 years in the same scale, (ii) Rs. 10 in the case of revised scale ending at Rs. 200 or less but above Rs. 100, (iii) Rs. 20 in the case of revised scale ending at Rs. 300 or less but above Rs. 200 and so on upto a maximum ceiling of Rs. 50. It also suggested that no benefits may be allowed to officers whose emoluments were more than Rs. 1100 per month.

11.9. While the obvious advantage of the method is that it recognises precise differentiation between employees already in service based on their length of service, it merits the criticism that it virtually amounts to retrospective pay fixation. The circumstances under which a pay revision is taken on the one hand and the approach to such revision need not always warrant a premium being placed on past services on a cent per cent basis. Besides under the scheme of rationalised scales of pay, different scales have to be grouped together and replaced by a standard scale evolved. Under the point to point system, the actual benefit would then vary according to the difference between the initial stage of the existing scale and of the revised scale and the size of increments. The following grouping of existing scales would illustrate the point :

Existing scales		Revised scale proposed
(1)	104-4-140-5-160	130-5-155-EB-7-190-EB-8-230-10-240.
(2)	100-3-130-4-150	
(3)	91-3-130-EB-4-170	
(4)	105-3-135-5-150	

11.10. Though as stated above, any scheme of rationalisation of pay scales does entail variations in the degree of benefit to employees on different scales of pay and even an element of occasional deliberation of scales, pay scales recommended by the Commission are, on the whole beneficial in all aspects, namely, (i) base year, (ii) minimum, (iii) maximum, (iv) length of the scale and (v) progressive rate of increments, at all levels. While devising its proposals in respect of revision-cum-rationalisation of the pay structure, the Commission's main objective has not been so much to

confer immediate benefits on the existing incumbents as to make a career under the State Government increasingly attractive in all branches of services and particularly for the technical and professional services. The Commission is confident that the revised scales would eventually prove to be advantageous to the existing incumbents. This being so, the Commission would ordinarily have been inclined to recommend for adoption, the method of pay fixation incorporated in Bombay Civil Services Rule 44, but for an inherent snag therein. The grant of personal pay at the initial stage at which pay is fixed on the revised scale would virtually entail a reduction of the quantum of the next increment and this in some cases may involve recurring loss, the extent of which may vary from case to case. This, the Commission is aware, might take away the benefit meant to accrue under the scheme of revision and lead to a sense of dissatisfaction among the employees affected. Bearing this in mind the Commission considers that fixation of initial pay in the revised scales at the stage next above the 'existing pay' might be more appropriate. While this method of pay fixation would provide reasonable benefits to all categories of employees the Commission is of the view that weightage for past services is necessary in the case of employees below a certain level. For this purpose, the Commission proposes to divide all employees into four groups as indicated below :—

- (i) those coming on to the revised scales starting at Rs. 500/- and above;
- (ii) those coming on to the revised scales starting at Rs. 250/- and above but less than Rs. 500/-;
- (iii) those coming on to the revised scales starting at Rs. 150/- and above but less than Rs. 250/-;
- (iv) those coming on to the revised scales starting below Rs. 150/-.

11.11. The Commission considers that employees falling in the first category need not get any benefit other than that of fixation of pay at the next higher stage. In respect of the remaining categories, the additional benefit on pay fixation is proposed on a sliding scale having regard to the characteristics of the time scales and particularly the rate of increments. As regards the 'basis' of pay fixation, usually the pay, substantive or officiating, is taken into consideration. The pay scales recommended by the Commission contain a substantial portion of dearness allowance merged into them. In some cases special pays have been attached to posts in lieu of higher scales. In the scheme of rationalisation, such special pays have been largely eliminated and higher pay scales have been proposed in lieu thereof. In such cases, it would only be fair to treat some portion of special pay as part of 'pay' for purposes of pay fixation. The basic concepts relevant to pay fixation are defined as under :—

- (1) The 'present emoluments' should be taken to mean —
 - (a) pay in the existing scales;
 - (b) one-half of the special pay attached to the post in lieu of a higher scale, which has been proposed to be withdrawn consequent to revision of the pay scale; (a list of cases where the Commission considers this benefit should be admissible is appended);
 - (c) dearness allowance at the rates currently in force.
- (2) The 'Revised Scales' mean the pay scales recommended by the Commission.
- (3) The 'existing pay' for purposes of initial pay fixation in the scale recommended by the Commission should mean 'present emoluments' reduced by the amount of dearness allowance admissible on the pay in the 'revised scales' recommended by the Commission. The deduction shall be as follows :—

Present emoluments	Amount to be deducted
Rs.	Rs.
Upto 189	40
190—199	Excess over 149
200—259	50
260—269	Excess over 209
270—450	60
451—459	Excess over 399
460—1050	50
Above 1050	Nil

- (4) In all cases, the initial pay should be fixed in the revised scales in the first instance at a stage next above the 'existing pay' and thereafter only in such of those cases where the employees come on to the revised scales starting with a minimum below Rs. 500/-, the initial pay so fixed should be further increased, subject to the provision of clause (5), by the amount indicated below :—

Total service within the pay range of existing scale	Quantum of further increase
(i) less than two years of completed service	Nil
(ii) Two years of completed service but upto 5 years of completed service.	One increment.
(iii) above 5 years of completed service	Two increments.

(5) The quantum of increase proposed under sub-clause (ii) and (iii) of clause (4) above may be restricted to the limits indicated below :—

Revised Time Scale	Maximum increase over initial pay fixed under clause (3)	
	Cases falling under sub-clause (ii) of clause (3) above	Cases falling under sub-clause (iii) of clause (3) above
Scales starting at Rs. 250 and above but less than Rs. 500	Rs. 15	Rs. 25
Scales starting at Rs. 150 and above but less than Rs. 250	Rs. 10	Rs. 20
Scales starting below Rs. 150	Rs. 7	Rs. 12

- (6) In those cases where the 'existing pay' is less than the minimum of the revised time scale, the initial pay may be fixed, in the first instance at such minimum and the difference between the minimum and the 'existing pay' should be set off against the increase provided for under the above clauses. In no case the pay should be fixed below the minimum irrespective of the quantum of benefit.
- (7) The 'date of next increment' may be regularised under normal rules.
- (8) The Commission recommends that following the precedent of the last general revision of scales effected under the Gujarat Civil Services (Revision of Pay) Rules, 1961, the existing incumbents whether officiating or substantive may be given one option to retain their scale in respect of the post in which they are officiating or the scale of the substantive post which would have been held by them but for their officiation in another post.

11.12. Incidentally, the Commission desires to point out that the provisions of B.C.S.R. 44 make a distinction between a substantive incumbent of a post and an officiating incumbent (post-1931). The policy of Government in regard to the conditions of service of temporary and permanent incumbents of posts has since been substantially liberalised as is evident from several measures adopted by Government. The fundamental rule 23 which seems to be the parent rule of B.C.S.R. 44 does not make any distinction as between substantive and officiating incumbents. It is, therefore, recommended that this rule may be suitably simplified so as to place officiating and substantive incumbents on par.

11.13. The Commission has felt that it may be helpful to illustrate the process of fixation of pay in the revised scales of pay with reference to a few hypothetical cases. Accordingly, in the annexure to this Chapter, 20 illustrations have been included to exemplify the working of the method of initial pay fixation.

List of Posts carrying special pay proposed to be covered under Paragraph 11(1)(b) of the Note.

1. Assistant Unit Officers, N.M.E.P.
2. Chairman, Secondary School Certificate Examination Board.
3. Deputy Chief Inspector of Factories.
4. Deputy Director, Drugs Control Administration.
5. Deputy Director(s) of Education.
6. Deputy Director, Prohibition and Excise.
7. Director, State Institute of Education.
8. Head Clerks of District Police Organisation and Inspector General of Police's cadres.
9. Police Accountants.
10. Pay and Accounts Officer.

ANNEXURE

Illustrative examples showing the method of Initial Pay Fixation in the revised scales

Note.—Reference to 'length of service' in all the examples is to the completed years of service.

1.

Existing scale :

Rs. 65-1/2-70

Length of total service in the existing scale—above 2 years but less than 5 years.

Present Emoluments

Pay Rs. 67

D.A. Rs. 59

Total Rs. 126

Deduct Rs. 40

Rs. 86*

Revised scale :

Rs. 90-2-110

**Existing pay' Rs. 86

therefore I.P.F. = Rs. 90 (First stage)

Vide clause (6) *ibid*

therefore I.P.F. = Rs. 90 (Final stage)

D.A. Rs. 40

Total Rs. 130

2.

Existing scale :

Rs. 91-3-130-EB-4-170

Length of total service in the existing scale—5 years starting at Rs. 100 being a matriculate.

Present Emoluments

Pay Rs. 115

D.A. Rs. 84

Total Rs. 199

Deduct Rs. 50

Rs. 149*

Revised scale :

Rs. 130-5-155-EB-7-190-EB-8-230-10-240

**Existing pay' Rs. 149

therefore I.P.F. = Rs. 150 (First stage)

Add one increment under clause (4) & (5)

ibid = Rs. 5

Rs. 155 (Second stage)

therefore I.P.F. Rs. 155 (Final stage)

D.A. Rs. 50

Total Rs. 205

3.

Existing scale :

Rs. 145-8-185

Length of total service in the existing scale less than 2 years.

Present emoluments

Pay Rs. 153

D.A. Rs. 106

Total Rs. 259

Deduct Rs. 50

Rs. 209*

Revised scale :

Rs. 200-10-250-EB-12-310

**Existing pay' Rs. 209

therefore I.P.F. = Rs. 210

D.A. Rs. 60

Total Rs. 270

4.

Existing scale :

Rs. 145-8-185-10-215

Length of total service in the existing scale—6 years

Present Emoluments

Pay Rs. 195

D.A. Rs. 106

Total Rs. 301

Deduct Rs. 60

Rs. 241*

Revised scale :

Rs. 200-10-250-EB-12-310-15-340

* 'Existing pay' Rs. 241

therefore I.P.F. = Rs. 250 (First stage)

Add two increments

subject to a limit of

Rs. 20 under clause

(4) × (5) *ibid* Rs. 20

Rs. 270 (Second stage)

therefore I.P.F. = Rs. 262 (Final stage)

P.P. Rs. 8

D.A. Rs. 60

Total Rs. 330

5.

Existing scale :

Rs. 165-8-245

Length of total service in the existing scale—6 years

Present Emoluments

Pay	Rs. 213
D.A.	Rs. 128
<hr/>	
Total	Rs. 341
Deduct	Rs. 60
<hr/>	
	Rs. 281*

Revised scale :

Rs. 250-12-310-EB-15-370

* 'Existing pay'	Rs. 281
therefore I.P.F. =	Rs. 286 (First stage)
Add two increments under clause (4) & (5) <i>ibid</i>	Rs. 24
<hr/>	
	Rs. 310 (Second stage)
therefore I.P.F.	Rs. 310 (Final stage)
D.A.	Rs. 60
<hr/>	
Total	Rs. 370

6.

Existing scale :

Rs. 145-8-185-10-205

Special pay Rs. 20 (in lieu of higher scale)

Length of total service in the post carrying special pay—4 years having entered at the stage of Rs. 185

Present Emoluments—

Pay	Rs. 205
Spl. pay	Rs. 10 (1/2 of Rs. 20)
D.A.	Rs. 128
<hr/>	
Total	Rs. 343
Deduct	Rs. 60
<hr/>	
	Rs. 283*

Revised scale :

Rs. 250-12-310-EB-15-370

* 'Existing pay'	Rs. 283
therefore I.P.F. =	Rs. 286 (First stage)
Add one increment under clause (4) & (5) <i>ibid</i>	Rs. 12
<hr/>	
	Rs. 298 (Second stage)
therefore I.P.F. =	Rs. 298 (Final stage)
D.A.	Rs. 60
<hr/>	
Total	Rs. 358

7.

Existing scale :

Rs. 225-10-275-15-395-EB-15-470

Length of total service in the existing scale—5 years

Present Emoluments

Pay	Rs. 275
D.A.	Rs. 128
<hr/>	
Total	Rs. 403
Deduct	Rs. 60
<hr/>	
	Rs. 343*

Revised scale :

Rs. 325-15-400-EB-20-500-EB-25-575

* 'Existing pay'	Rs. 343
therefore I.P.F. =	Rs. 355 (First stage)
Add one increment under clause (4) & (5) <i>ibid</i>	Rs. 15
<hr/>	
	Rs. 370 (Second stage)
therefore I.P.F.	Rs. 370 (Final stage)
D.A.	Rs. 60
<hr/>	
Total	Rs. 430

8.

Existing scale :

Rs. 180-10-280-15-340

Length of total service in the existing scale—5 years

Present emoluments—

Pay	Rs. 230
D.A.	Rs. 128
<hr/>	
Total	Rs. 358
Deduct	Rs. 60
<hr/>	
	Rs. 298*

Revised scale :

Rs. 250-12-310-EB-15-400-EB-20-480

* 'Existing pay'	Rs. 298
therefore I.P.F. =	Rs. 310 (First stage)
Add one increment under clause (4) & (5) <i>ibid</i>	Rs. 15
<hr/>	
	Rs. 325 (Second stage)
therefore I.P.F.	Rs. 325 (Final stage)
D.A.	Rs. 60
<hr/>	
Total	Rs. 385

9.

Existing scale :
Rs. 180-10-230-EB-10-300

Length of total service in the existing
scale—less than 2 years

Present emoluments—

Pay	Rs. 190
D.A.	Rs. 106
<hr/>	
Total	Rs. 296
Deduct	Rs. 60
<hr/>	
	Rs. 236*

Revised scale :

Rs. 200-10-250-EB-12-310-EB-15-430-S.G.-350-500

* 'Existing pay '	Rs. 236 (First Stage)
therefore I.P.F. =	Rs. 240 (Final stage)
D.A.	Rs. 60
<hr/>	
Total	Rs. 300

10.

Existing scale :
Rs. 365-20-445-EB-20-625-25-650

Length of total service in the existing
scale—6 years (entering at 385)

Present emoluments

Pay	Rs. 505
D.A.	Rs. 120
<hr/>	
Total	Rs. 625
Deduct	Rs. 50
<hr/>	
	Rs. 575*

Revised scale :

Rs. 425-25-550-EB-30-670-EB-35-775

* 'Existing pay '	Rs. 575
therefore I.P.F. =	Rs. 580 (First stage)
	(Subject to crossing E.B.)
Add two increments subject to a limit of Rs. 25 under clause (4) & (5) <i>ibid</i>	Rs. 25
	Rs. 605 (Second stage)
therefore I.P.F.	Rs. 580 (Final stage)
P.P.	Rs. 25
D.A.	Rs. 50
<hr/>	
Total	Rs. 655

11.

Existing scale :
Rs. 620-35-830-EB-40-1070

Length of total service
Not relevant

Present emoluments

Pay	Rs. 655
D.A.	Rs. 120
<hr/>	
Total	Rs. 775
Deduct	Rs. 50
<hr/>	
	Rs. 725*

Revised scale :

Rs. 700-40-860-EB-50-1110-55-1275

* 'Existing pay '	Rs. 725 (First stage)
therefore I.P.F. =	Rs. 740 (Final stage)
D.A.	Rs. 50
<hr/>	
Total	Rs. 790

12.

Existing scale :
Rs. 900-40-1100-50-1200

Length of total service not relevant

Present emoluments

Pay	Rs. 940
D.A.	Rs. 120
<hr/>	
Total	Rs. 1060
Deduct	..
<hr/>	
	Rs. 1060

Revised scale :

Rs. 1100-50-1200-60-1500

* 'Existing pay '	Rs. 1060
therefore I.P.F. =	Rs. 1100

13. Secretariat Assistants

Existing scale :

Rs. 145-10-185-EB-225-15-300-20-340
EB-20-400Length of service in the existing
scale—4 years

Present emoluments

Pay	Rs. 185
D.A.	Rs. 106
<hr/>	
Total	Rs. 291
Deduct	Rs. 60
	<hr/>
	Rs. 231*

Revised scale :

Rs. 200-10-240-EB-290-15-350-EB-20-490

*“ Existing pay ’	Rs. 231
therefore I.P.F.	Rs. 240 (first stage)
Add 1 increment sub- subject to a limit of Rs. 10 under clause (4) & (5) <i>ibid</i>	Rs. 10
	<hr/>
	Rs. 250 (Second stage)
therefore I.P.F. =	Rs. 240 (Final stage)
P.P.	Rs. 10
D.A.	Rs. 60
	<hr/>
Total	Rs. 310

*There is no incremental stage between Rs. 240 and Rs. 290. However in view of the ceiling provided under clause (4) & (5) the benefit is restricted to Rs. 10.

14.

Existing scale :

Rs. (245-260)-280-15-385-20-485-EB-20-
585-EB-25-735Length of total service in the existing
scale 6 years (entering at Rs. 280)

Present emoluments—

Pay	Rs. 370
D.A.	Rs. 128
<hr/>	
Total	Rs. 498
Deduct	Rs. 50
	<hr/>
	Rs. 448*

Revised scale :

Rs. 350-20-450-EB-25-525-30-675-EB-35-850

*“ Existing pay ’	Rs. 448
therefore I.P.F. =	Rs. 450 (First stage)
Add two increments subject to a limit of Rs. 25 under clause (4) & (5) <i>ibid</i>	Rs. 25
	<hr/>
	Rs. 475 (Second stage)
therefore I.P.F. =	Rs. 475 (Final stage)
D.A.	Rs. 50
	<hr/>
Total	Rs. 525

15.

Existing scale :

Rs. (370-395)-420-30-510-35-755-EB-40-
875-45-1100 plus special pay
of Rs. 150 attached to a post
(included in the list)Length of total service in the existing
scale—

Not relevant

Present emoluments—

Pay	Rs. 1100
Spl. pay	Rs. 75 (1/2 of Rs. 150)
D.A.	Rs. 100
<hr/>	
Total	Rs. 1275

Revised scale :

Rs. 700-40-860-EB-50-1110-55-1275

*“ Existing pay ’	Rs. 1275
therefore I.P.F.	Rs. 1275

16.

Existing scale :

Rs. 225-10-235-10-245-10-305-15-
395-25-420Length of total service in the existing
scale—2 years

Present emoluments

Pay	Rs. 245
D.A.	Rs. 128
<hr/>	
Total	Rs. 373
Deduct	Rs. 60
	<hr/>
	Rs. 313*

Revised scale :

Rs. 325-15-400-EB-20-500-25-525

*“ Existing pay ’ =	Rs. 313
therefore I.P.F. =	Rs. 325 (First stage)
Add one increment subject to clauses (4), (5) & (6) <i>ibid</i>	Rs. 3 (Rs. 15—12)
	<hr/>
	Rs. 328 (Second stage)
therefore I.P.F.	Rs. 325 (Final stage)
P.P.	Rs. 3
D.A.	Rs. 60
	<hr/>
Total	Rs. 388

17

Existing scale :

Rs. 170-10-200-15-245

Length of total service in the existing scale—3 years

Present emoluments

Pay	Rs.	200
D.A.	Rs.	106
<hr/>		
Total	Rs.	306
Deduct	Rs.	60
<hr/>		
	Rs.	246*

Revised scale :

Rs. 250-12-310-EB-15-370

*‘ Existing pay ’	=	Rs.	246
therefore I.P.F.	=	Rs.	250 (First stage)
Add one increment subject to clauses (4), (5) & (6) <i>ibid</i>		Rs.	8 (Rs. 12—4)
		<hr/>	
		Rs.	258 (Second stage)
therefore I.P.F.		Rs.	250 (Final stage)
P.P.		Rs.	8
D.A.		Rs.	60
		<hr/>	
Total		Rs.	318

18.

Existing scale :

Rs. 101-1 $\frac{1}{2}$ -110-2 $\frac{1}{2}$ -115-S.G.-3-145
S.G. 115-3-145

Length of total service in the existing scale—16 years and in the S.G. 2 years

Present emoluments—

Pay	Rs.	121
D.A.	Rs.	84
<hr/>		
Total	Rs.	205
Deduct	Rs.	50
<hr/>		
	Rs.	155*

Revised scale :

Rs. 120-3-135-EB-4-155-5-180-EB-6-210

*‘ Existing pay ’	=	Rs.	155
therefore I.P.F.	=	Rs.	160 (First stage)
@ add two increme- nts under clause (4) & (5) of para 11 <i>ibid</i>		Rs.	10
		<hr/>	
		Rs.	170 (second stage)
therefore I.P.F.		Rs.	170 (Final stage)
D.A.		Rs.	50
		<hr/>	
Total		Rs.	220

@ Note.—There being no separate selection grade in the revised scale, the total service (*i.e.* service in the existing ordinary scale plus service on the existing S.G.) has been taken into consideration for initial pay fixation in this case. This principle should be extended to all other cases of this type.

19.

Existing scale :

Rs. 101-1 $\frac{1}{2}$ -110-2 $\frac{1}{2}$ -115

Length of total service in the existing scale—8 years

Present emoluments—

Pay	Rs.	115
D.A.	Rs.	84
<hr/>		
Total	Rs.	199
Deduct	Rs.	50
<hr/>		
	Rs.	149*

Revised scale :

Rs. 120-3-135-EB-4-155-5-180-EB-6-210

*‘ Existing pay ’	Rs.	149
therefore I.P.F. =	Rs.	151 (First stage)
Add two increments under clause (4) & (5) of para 11 <i>ibid</i>	Rs.	9
		<hr/>
	Rs.	160 (Second stage)
therefore I.P.F.	Rs.	160 (Final stage)
D.A.	Rs.	50
		<hr/>
Total	Rs.	210

20.

Existing scale :

Rs. 75-5-140-EB-8-220

(Bombay City scale for Secretariat Clerk)

Revised scale :

Rs. 130-5-155-EB-7-190-EB-8-230-10-240

Length of total service in the existing
scale—10 years

Present emoluments—

Pay	Rs.	125
D.A.	Rs.	146

Total	Rs.	271
Deduct	Rs.	60

Rs. 211*

** Existing pay '	Rs.	211
therefore I.P.F. =	Rs.	214 (First stage)

Add two increments
subject to a limit of
Rs. 12 under clause
(4) & (5) of para 11
ibid

Rs. 12

Rs. 226 (Second stage)

therefore I.P.F. =	Rs.	222	} Inclusive of the element of C.L.A./ H.R.A. vide G.R.F.D. No PCR. 1064/953- CH, dt. 25th Septem- ber 1964.
P.P.	Rs.	4	
D.A.	Rs.	60	

Total	Rs.	286
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PART C

CHAPTER XII

Pay scales of Teachers

12.1. The terms of reference require the Commission to consider the impact of its recommendations relating to revision of pay scales of Government servants, on the pay of teachers in aided schools and to recommend a complementary structure of pay scales and allowances, other than dearness allowance, for such employees.

12.2. The Commission has taken the term "Aided Schools" to mean educational institutions in receipt of grant-in-aid and imparting education upto and inclusive of the Secondary School Certificate level. Institutions concerned with post S.S.C. courses of study or pre S.S.C. prescribed courses like agriculture or trades are not included under the term. The Commission also does not propose to examine scales of pay of non-teaching staff of aided schools, since this does not fall within the terms of reference. The scope of the enquiry is thus restricted to the teaching staffs of primary and secondary schools only.

12.3. A primary school means a school in which primary education is imparted as prescribed under the Bombay Primary Education Act, 1947. A secondary school is an institution which follows a syllabus approved by Government for secondary schools and leads to S.S.C. Examination, starting from standard VIII. Basic education is also imparted in primary schools.

12.4. Article 45 of the Constitution of India makes it obligatory on the part of the State Government to endeavour to provide, within a period of ten years from the commencement of the Constitution, free and compulsory education for all children until they complete the age of fourteen years. Primary education has thus become a constitutional responsibility of the State Government and there has been a tremendous expansion of the number of primary schools and of enrolment of students in them during the last eighteen years. At the same time there has been substantial advancement in the field of secondary education also because of the educational concessions for economically backward classes under which children of parents whose annual income from all sources does not exceed Rs. 1200/- receive free education at all levels of education. This has been further accentuated on account of the awakening among the socially and economically backward classes to the value of the education, its easy availability and its importance for economic and social progress. The table below summarises the expansion in the field of primary and secondary education in terms of the enrolment figures for the First, Second and Third Plans.

TABLE

	Enrolment of students	
	Primary schools	Secondary schools
End of 1st Plan Period (1955-56)	16,39,000	2,41,000
End of 2nd Plan Period (1960-61)	22,47,000	3,65,000
End of 3rd Plan Period (1965-66)	29,39,000	5,97,000

12.5. With the implementation of Panchayats Raj in the State, the responsibility for primary education has been entrusted to District Panchayats. In towns and cities it is entrusted to the Municipalities or Corporations. Secondary education is largely managed by private associations, trusts under a grant-in-aid system. The State Government is responsible for maintaining proper standards of education and its extension as also for the control, regulation and supervision over the educational system upto secondary level.

12.6. Teaching staff of both primary and secondary schools are expected to be trained, but there is no bar to the recruitment of untrained teachers. For teachers in primary schools, the recruitment qualification is S.S.C. and the prescribed teacher's training of one year's duration. Old entrants who have passed the Vernacular Final Examination are required to undergo a two-year training course to enable them to continue in service. Trained teachers who clear a further examination are treated as senior trained and are put on a different scale. Though there has been a general improvement in the supply of trained teachers, a shortage particularly in rural areas persists and untrained teachers continue in service in some instances. Such teachers have however compulsorily to undergo the training within five years of their service, failing which, they are liable to be discharged.

12.7. Teachers of secondary schools fall under two categories namely (i) those who are graduate-trained and (ii) those who are undergraduate-trained.

12.8. The following courses of training are in vogue :—

- (i) S.T.C. (Secondary Teachers Certificate) of the Education Department which cannot be had now, (ii) T.D. (Diploma in Teaching) of a University, (iii) B.T. (Bachelor of Teaching) of B.Ed. (Bachelor of Education) degree of a University.

12.9. The Commission had the benefit of discussions with several leading educationists of the State as also the former Minister for Education. The Commission also received a large number of representations from teachers' Associations and from individual teachers. The Commission also met representatives of some of the Associations of teachers from different parts of the State. There was a near unanimity in the opinions voiced by them all of the need for improving the status of the teacher in tune with his importance in society. Many also pointed out that it will not be possible to get the right type of teachers so long as the teaching fraternity at large does not feel and experience an improvement in their status and emoluments and other conditions of service. Drawing a comparison with the levels of remuneration in other professions and in Government service, some of the educationists invited the Commission's attention to the fact that a fully trained teacher earns less than a clerk in Government service. Moreover, a teacher adopting teaching as his career can hardly look forward to any other advancement in his working life. They therefore pleaded for an enhancement of the levels of remuneration so as to make teaching as a career attractive and to improve the standards of teaching in schools.

12.10. The same considerations have been spelt out by the Education Commission constituted in 1964 (known as the Kothari Commission) which asserted categorically, "Nothing is more important than securing a sufficient supply of high quality recruits to the teaching professions, providing them with the best possible professional preparation and creating satisfactory conditions of work in which they can be fully effective". The Commission went on to say "In our opinion the most urgent need is to upgrade the remuneration of teachers substantially, particularly at the School stage". Some of the important recommendations of the Commission are summarised below :—

- (i) National scales of pay should so far as practicable be introduced for all categories of teachers. The Commission has, however, observed that at the school stage, the problem is more difficult because, the desirability of introducing national scales of pay at this stage is itself challenged. It has recommended that at the school stage the Government of India should lay out the minimum scales of pay for school teachers. The States and Union Territories should then adopt equivalent or higher scales of pay to suit their local conditions.
- (ii) The remuneration of teachers working under different managements should also be the same and that all teachers having the same qualifications and the same responsibility should have the same, or at least similar, remuneration and conditions of work and service.
- (iii) The scales of pay of primary teachers should be comparable to those of public servants with similar qualifications and responsibilities. But they should have a higher basic pay in recognition of the two years of professional training which they have received.

- (iv) The difference in the remuneration of teachers at the different levels—primary, secondary and university—should be reduced to the minimum. The Commission has accepted the idea in principle that the scales of pay of teachers at the school stage should be based only on qualifications and should be made independent of the substage pre-primary, primary, higher primary, lower secondary or higher secondary, in which they might be serving. It has, however, been accepted that it may not be possible on financial grounds to adopt this principle, immediately.
- (v) The Commission has also made some specific proposals for reform in the structure of pay scales at the school stage. It has recommended that the existing multiplicity of scales of pay should be reduced and that there should be three main scales of pay for school teachers as mentioned below :—
 - (a) A scale of pay for teachers who have completed the secondary course and are trained, and who form the vast bulk of teachers at the primary stage;
 - (b) A scale of pay for trained graduates who would form a small proportion of teachers at the primary stage but the vast bulk of teachers at the lower secondary stage;
 - (c) A scale of pay for teachers with post-graduate qualifications who form a small proportion of teachers at the lower secondary stage, but the bulk of teachers at the higher secondary stage.
- (vi) Incentives to teachers of special subjects or to teachers with additional qualifications can be given in the form of advance increments or special allowance. The scale of pay of special teachers i.e. for drawing, craft, physical education etc., should be related to above three basic scales in a suitable manner.
- (vii) The improvement in the salaries of school teachers must be linked with an improvement in the qualifications and methods of recruitment. The responsibility for this should be on the State Education Department.

As regards private schools the Commission has observed that the recruitment procedure should be tightened up on the lines recommended for affiliated colleges.

12.11. From the view point of promotional prospects, the Commission has recommended that qualified and trained teachers in primary schools should be considered for promotion to higher posts of Headmasters or Inspectors of schools ordinarily meant for trained graduate teachers and that about 10 to 15 per cent of such posts should be reserved for such promotion.

Similarly, trained graduate teachers who have done outstanding work as teachers should be eligible for promotion to 10 to 15 per cent of the posts carrying salaries of teachers with post-graduate qualifications.

- (viii) According to the Commission, scales of pay spread over 20 years cover too long a period. They have, therefore, recommended that it would be desirable to introduce a system under which teachers obtain advance increments for outstanding work. According to the Commission about 5 per cent of teachers should be able to reach the top of the scales in about 10 years and another 5 per cent in about 15 years.
- (ix) On the question of relating the salaries to cost of living, the Commission has observed that this can be better done by resorting to the principle of parity with Government employees and has recommended that all salaries of teachers should be reviewed every five years and the dearness allowance to be paid to teachers should be related to those of Government servants.
- (x) As regards welfare services the Commission has observed :

“a large number of suggestions have been put forward with a view to providing certain welfare services to teachers such as grant of free housing, free education for children, and free or subsidised medical facilities. Suggestions of this kind may serve as transitional measures until adequate scales are adopted, but we do not think that an emphasis on such marginal benefits is the right approach to an equitable solution of the problem. The best course would be to pay the teachers adequately so that no special benefits of this type need be offered”.

12.12. While the Commission is in agreement with the broad conclusions of the Education Commission, it is inclined to the view that some of the Education Commission's recommendations may not be capable of immediate implementation having regard to local circumstances and the limitations of resources. This is inevitable in the context of giving effect to recommendations which have an all-India applicability and are based on a comparative assessment of facts and circumstances prevalent in different parts of the country. The recommendation in regard to parity in remuneration at all levels of school education is an instance in point. Under the present arrangement of division of schools according to the level of education and qualifications for teachers being prescribed in accordance therewith, differentiation in the scales of remuneration is not unjustified. Some of the educationists who appeared before the Commission expressed the same view. The Commission considers that at each level, the salary has to be determined according to the standard of instruction imparted and responsibility shouldered, without stressing the degree to which the teacher is equipped to perform his task. So long as the minimum requirements in terms of qualifications are fulfilled, any recruit is expected to be fully capable of meeting the demands of the job and a recruit with higher qualifications except where such higher qualifications are prescribed as alternatives, or, are considered preferable, cannot necessarily have a claim to better emoluments on the strength of his own academic accomplishments. The Commission is therefore of the view that it is thus rational to maintain a difference in remuneration based on differences in prescribed qualifications, training and the level of responsibility.

12.13. The recommendations of the Education Commission are intended to serve as guide lines for improving the salaries of teachers in all the States in the country, but they do not account for regional differences, such as, the structure of the educational system, availability of qualified staff, the financial position of the State and its policies in regard to grant-in-aid. The financial implications of the adoption of the recommendations of the Kothari Commission cannot also be lost sight of. At present in the field of primary education grants-in-aid in respect of salaries of teachers are admissible at the following rates for the District Panchayats, Municipalities, Borough Municipalities and Corporations :—

		Percentage of reimbursement
1	Primary schools with the Panchayats ..	100%
2	A-Municipalities with population of about one lack	} 55%
3	B-Municipalities with population between 50 thousands and one lack	
4	C-Municipalities with less then 50 thousand population	66%

In the case of secondary schools the burdens that will devolve on the Government and the managements of private schools will be regulated by the ratio arrived at under the grant-in-aid code. The Government have recently appointed a Committee to enquire into the provisions relating to grant-in-aid to secondary schools and it is therefore to be presumed that the future policy in this behalf will be decided upon after considering the Committee's recommendations. It is, however, obvious that the major portion of the additional financial burden will devolve on the State and the extent to which the burden can be accommodated within the resources available to the State would have to be carefully estimated. The fact that the financial commitments on account of the revision of the salaries of teachers would have to be borne in addition to that which the revision of the scales of pay of Government employees would entail cannot be overlooked. The Commission however considers that the revision of scales of remuneration of teachers deserves certain precedence over that of the revision in other cases, in view of the urgent social need for the upliftment of the teaching profession underscored by the Education Commission. It is with this conviction that the Commission intends to consider in detail the recommendations of the Kothari Commission.

12.14. The terms of reference of the Commission do not envisage an enquiry in regard to the rates of dearness allowance applicable to the teachers in aided schools. However, the pay structure that is evolved for them is to be complementary to that of employees of Government. To this extent the Commission believes it would be appropriate that the pay structure devised for teachers in aided schools should have the same base as the pay structure for Government servants. The Commission has evolved the pay structure with reference to the level of 145 of the Consumer Price Index and has recommended the merger of a large part of the existing dearness allowance into basic pay. The rates of dearness allowance that would apply to the new scales of pay evolved by the Commission are thus residuary and are meant to bring the pay structure to correspond to an index level of 195. The Commission intends to adopt the same pattern of basic wage—dearness allowance adjustment—in the case of salaries of teachers also. Future adjustment of rates of dearness allowance in relation to cost of living as recommended for Government employees would however not apply to these scales of pay unless the Government should specially extend the same benefit.

Primary school teachers

12.15. The Education Commission has recommended the following scales of pay for primary school teachers :—

- (i) The minimum pay of a primary school teacher who has completed S.S.C. should be Rs. 100/-. This minimum should be given immediately and within a period of 5 years it should be raised to Rs. 125/-.
- (ii) The minimum pay of a primary school teacher who has completed the S.S.C. and is trained after undergoing 2 years of professional training should be Rs. 125/- and within a period of 5 years it should be raised to Rs. 150/-.
- (iii) The following scales of pay should be adopted as soon as practicable and at any rate not later than the first year of the Fifth Plan for all primary school teachers who have completed the secondary school course and are trained :—

Starting salary.	Rs. 150/-
Maximum salary (to be reached in a period of 20 years).	Rs. 250/-
Selection grade to be available for 15 per cent of the cadre.	Rs. 250-300
- (iv) The Education Commission has observed that the above scales of pay for school teachers are at the current (June 1966) price level and include the existing dearness allowance. Suitable increases will however have to be made for rises in the prices from time to time. For this purpose, there should be parity in dearness allowance i.e. the dearness allowance in any given year should be same as it is paid to Government servants drawing the same salary.

12.16. The existing scales of pay for primary school teachers in the State of Gujarat are as indicated below :—

- (i) Untrained primary teachers. Rs. 75/- fixed p.m.
- (ii) Primary teachers (trained). Rs. 95-1½-110-2½-115-Selection grade-2½-135.
- (iii) Primary teachers (Senior Trained). Rs. 101-1½-110-2½-115-Selection grade-3-145.

12.17. Two questions that arise for consideration are (1) the difference in the level of professional training envisaged by the Kothari Commission and what obtains in the State to-day; (2) the requirement of raising the starting salaries of teachers to the minimum level indicated by the Education Commission immediately and its eventual increase. As for the first, it has already been mentioned that the training required in this State is of one year's duration only, the senior level training not being compulsory. The Director of Education has informed the Commission that the Government has not accepted the recommendation of the Education Commission relating to two years' training but that it has accepted the recommendation that the secondary school certificate should be the minimum qualification for appointment as teachers in primary schools. He pointed out that Government has also accepted in principle that there should not be any untrained teachers in the

primary schools. In respect of pay scales he felt that there should be no difference in pay scales as between S.S.C. trained and the P.S.C. trained teachers as the latter have to undergo two years' training as against only a year's training for the former. The Director of Education also urged that the pay scale recommended by the Education Commission for teachers in the primary schools may be accepted, the difference in duration of training envisaged notwithstanding. The Gujarat Rajya Prathmik Sikshak Sangh also pleaded for the adoption of a single scale for both categories of teachers and urged the adoption of the scale recommended by the Education Commission. Some of the educationists with whom the Commission held discussions were of the same view. The Commission has given careful thought to this problem as it affects nearly 80,000 primary school teachers all over the State. The Commission has noted that the existing pay scales of primary school teachers in Gujarat State are comparatively higher than for their counterparts in some other States. The pay scales evolved by the Education Commission derive from the recommendation regarding the duration of training for the primary school teachers. Keeping in view the qualitative improvements which the Education Commission has envisaged the requirement of two years' training can be considered to be a salutary provision. However, in the context of the large numbers of teachers who are to be recruited for primary schools every year to keep pace with the expansion of primary education and the facilities for training which may have to be greatly augmented to cope with the needs of a longer training course, it may not be feasible to attain this objective in the near future. The Commission therefore considers that the improvement in the scale of remuneration need not be deferred until such time as the two years' training course is introduced. As for the starting salary indicated by the Education Commission, it is to be noted that even at present the total emoluments drawn at the minimum of the existing time scales is far in excess of the figure of Rs. 125/- indicated by the Education Commission for immediate attainment. The Commission is aware that this figure is only an average arrived at on the basis of the prevailing levels of salary in various States and is meant to operate as an irreducible minimum to be ensured to teachers. The higher figure of Rs. 150/- is therefore more relevant for the purpose of the present revision and a more realistic target to aim at, by this State which has by comparison already remunerated its teachers better than many other States.

12.18. The Commission has explained earlier that the senior level training is not either compulsory for continuing in service or meant to act as a qualification for advancement. It does at best serve as an incentive inasmuch as it provides for a better scale of pay. In the circumstances the Commission considers that a common scale of pay for both the categories would be justified with a provision for advance increments on passing the examination for senior trained teachers. As indicated earlier the minimum of Rs. 150/- and maximum of Rs. 250/- recommended by the Education Commission for primary school teachers is inclusive of dearness allowance corresponding to the price index of 185 for June 1966. At the price index of 195 the corresponding figures of minimum and maximum of pay inclusive of dearness allowance would be Rs. 164/- and Rs. 268/- respectively. Bearing this position in mind and also having regard to the need for improving the existing rates of increments the Commission has evolved the following unified scale corresponding to the price index of 145 for both junior and senior trained teachers :—

- | | | |
|---|---|--|
| (i) Primary teachers (Trained). | } | Rs. 120-3-135-EB-4-155-5-180-EB-6-210. |
| (ii) Primary teachers (Senior Trained). | | |

12.19. Since a single unified scale has been recommended for both the categories of trained teachers, the Commission further suggests, as a measure of incentive, that two advance increments may be granted to those teachers who qualify themselves as senior trained. The advance increments may be sanctioned with effect from the date on which they appear for the examination in which they are declared successful. The Commission considers that the provision of a fixed pay for the untrained teachers would be proper, both to serve as an incentive to them to acquire the necessary training and to discourage recruitment as teachers of those who only look upon the job as a perch while on the look out for more lucrative occupations.

12.20. There is no separate pay scale for the posts of Head Masters of primary schools; the senior most teacher usually discharges the duties of a Head Master. The Gujarat Rajya Prathamik Shikshan Sangh has recommended that the Head Master and Assistant Head Master may be

granted a special pay of Rs. 45/- and Rs. 30/- respectively, over their grade pay in view of the administrative responsibilities that devolve on such teachers in addition to their teaching duties. The Director of Education has, however, suggested the grant of a special pay between Rs. 5/- to Rs. 10/- to all Head Masters of primary schools having a population of not less than 300 students with provision for teaching upto Standard VII. The Secretary, Education and Labour Department, has endorsed the proposal of the Director of Education and has recommended grant of special pay of Rs 10/- p.m. The Commission is unable to visualise that the administrative duties of a Head Master of an average primary school would be, either in content or in volume, of such a nature as to merit a special pay above the grade pay. It is however conceivable that in a school with a population of more than 300 students and providing instruction upto VII Standard the role of the Head Master as the administrative head would be worthy of recognition. The Commission considers that even in such a case a special pay of the order recommended by the Sangh can have no justification. The special pay granted would have to be more in recognition of the status and responsibility of the Head Master than on the basis of any substantial addition to his duties or quantum of work. The Commission, considers that a special pay of Rs. 10/- p.m. would fully meet the requirement in such cases. There is however no case for grant of any special pay to Assistant Head Master.

12.21. The other important aspect of the scale of remuneration recommended by the Education Commission is the provision of a selection grade to about 15 per cent of posts. The Associations of teachers have sought the creation of the selection grade on the same basis and carrying the same scale as recommended by the Education Commission. Several of the educationists have supported the proposal on the ground that the teaching job is a blind-alley job and any attempt to provide for avenues of advancement would have very salutary effects.

12.22. The existing position is that the selection grade in the pay scale for junior trained teachers is admissible to 15 per cent of the teachers in that cadre after they put in 15 years service, and in the pay scale for senior trained teachers, the selection grade is admissible to 20 per cent of the teachers in that cadre after 10 years of service. As against this the Education Commission has recommended a selection grade for about 15 per cent of the total strength without attaching any condition as to the length of service. In the Gujarat State there has been a progressive increase in the number of primary schools and correspondingly in the strength of teachers. The following table indicates these figures from year to year :—

Primary schools

Year	No. of Institutions	Teachers		
		Trained	Untrained	Total
1960—61	18,512	28,324	30,483	58,807
1961—62	18,902	31,438	30,969	62,407
1962—63	19,148	36,418	31,297	67,715
1963—64	19,580	40,649	31,869	72,518
1964—65	19,879	44,165	31,862	76,027
P. 1965—66	20,460	53,457	24,420	77,877

P : Provisional

12.23. The progressive increase in the number of institutions and the increase in the number of primary school teachers is thus phenomenal. The figures are available only as of March, 1966 and with the lapse of two years thereafter the total number of primary school teachers is likely to have gone upto about 80,000. With the pace of expansion of primary education programmed for the fourth Five Year Plan this total might well go up by another 15,000 or thereabout.

12.24. Under the Commission's recommendations the entire strength of teachers of primary schools would be put on a unified scale of Rs. 120-210. Consequently even the junior trained teachers would start at an improved minimum salary and can reach up to the maximum of the scale which is higher than the maximum of the selection grade even for the senior trained. In other words the revised scales which represent a high degree of improvement on the existing scale including the selection grades attached to the scales for junior and senior trained teachers, would be applicable to all the teachers. Moreover, the scale recommended-atleast so far as the minimum is concerned carries a starting salary which the Kothari Commission has envisaged to be brought into existence by 1971. In the circumstances the Commission is of the view that the cost on account of the adoption of a selection grade for 15% of the strength, even of trained teachers, would entail heavy financial burdens, particularly in conjunction with the revision of scales of pay of teachers suggested by the Commission above. The Commission is, however, not unaware of the validity of some of the grounds urged to justify the creation of selection grade for teachers. The Commission therefore recommends that the question of a selection grade may be examined after a period of five years in the light of the circumstances prevailing at the time.

Secondary School Teachers

12.25. The following are the scales of pay of the categories of teachers employed in secondary schools :—

M. A./M. Sc. (IInd class) and B. T.	Rs. 195-7 $\frac{1}{2}$ -285-EB-10-395
Trained graduates B. A./B. Sc. and B. T. Kandivali trained B. A./B. Sc. and D. P. Ed.	Rs. 160-5-190-6-208-8-240-10-310-EB- 10-320-15-350-20-370
Trained graduates B. A./B. Sc. with S.T.C./T.D.	Rs. 150-4-210-EB-5-245
Untrained graduates	Rs. 145/-p.m. (fixed)
Trained matriculates or Intermediates with S.T.C. or T.D.	Rs. 115-3-145-EB-3-154-4-190
Untrained matriculates	Rs. 110/-p.m. (fixed)

These scales are exclusive of dearness allowance.

12.26. In its Report of 1958-59 the Integration Committee for Secondary Education had recommended the following pay scales for secondary teachers :—

(i) Trained graduates (B.A.B.Sc., B.T.)	Rs. 125-300 (25 years)
(ii) Untrained graduates	Rs. 100-120 (5 years span during which new recruits should get professional qualification).
(iii) Trained matriculates (holders of the S.S.C. or S.T.C. or T.D.)	Rs. 80-175 (25 years)
(iv) Untrained matriculates	Rs. 65-75 (5 years during which they should get S.T.C. or T.D.)
(v) Intermediate trained (S.T.C. or T.D.)	Rs. 85-185 (25 years)
(vi) Untrained Intermediates	Rs. 70-80 (5 years)
(vii) B.A., S.T.C. or T.D.	Rs. 110-250 (24 years)
(viii) M.A. (II) B.T.	Rs. 150-350 (23 years)

In making the recommendations the Committee had the following considerations in view :—

- (1) Increase in the cost of living;
- (2) Difficulty in recruiting well qualified men due to lack of avenues of promotion;
- (3) Desirability of improving the quality of recruits to the teaching profession;
- (4) Desirability of maintaining a high standard of conduct appropriate to the profession;
and
- (5) Comparisons with the scales of pay of other services and departments.

12.27. The Commission has no information about the extent to which the pay scales recommended by the Integration Committee were accepted and implemented. But on comparison of these scales with the existing scales it appears that the recommendations were by and large accepted and given effect to.

12.28. As mentioned earlier the basic qualification for appointment as a teacher in a secondary school now is a University degree plus a degree in Education. Untrained graduates are taken only on a temporary basis. Those who are already in service, possessing lower qualifications, such as, B. A./B. Sc. with S. T. C./T. D. or S. S. C. with S. T. C./T. D. will however continue till they retire.

12.29. There has been a general consensus in favour of adopting the scales of pay recommended by the Education Committee for the secondary teachers. The Akhil Saurashtra Madhyamik Shikshak Sangh which has favoured such a course has also proposed a selection grade at the rate of 15% of the strength of teachers in order to attract and retain good teachers in service. It has also proposed the retention of the existing differences in the pay scales based on academic and other qualifications. The Gujarat State Madhyamik Shikshak Sangh also proposed the same pay scales as recommended by the Education Commission. A well known educationist advocated the principle of parity in remuneration as between a junior Lecturer in a college and a teacher in a secondary school, possessing post-graduate qualification despite any difference in the level of teaching.

12.30 The following are the pay scales recommended by the Education Commission :—

Graduates who have received one year's professional training;	Minimum for trained graduates Rs. 220/- Maximum salary (to be reached in a period of 20 years). Rs. 400/- Selection grade (for about 15% of the cadre) Rs. 400-500;
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N.B.—Untrained graduates should remain on their starting salary of Rs. 200/- p.m. until they are trained and become eligible for the scale.

Teachers working in secondary schools and having post-graduates qualifications...Rs. 300-600

N.B.—On being trained they should get one additional increment.

The above scales of pay are inclusive of dearness allowance at current prices (1966).

12.31 As can be readily seen the existing scales of pay of teachers in secondary schools in this State are higher than those envisaged under the recommendation of the Education Commission. This Commission has already observed that the Education Commission's recommendations should be taken to be a mean between the different levels of remuneration in different posts of the country and represent a level of attainment for the lowest of the salary scales in vogue in any part of the country. There can therefore be no reason not to consider an improvement in the existing scales of pay of teachers in secondary schools on merits, in the context of the spirit and the approach of the Education Commission's recommendations.

12.32 One of the principles adopted by the Commission in evolving pay scales for Government servant, is to provide for a starting salary of Rs. 200/- to a fresh graduate entrant into service and Rs. 250/- to one possessing post graduate qualification. The starting salary of a secondary school teacher who is basically a graduate and has received a professional training could therefore fall between the two limits. At the maximum the present emoluments (with the dearness allowance) are higher than the maximum proposed by the Education Commission and nearly reaches up to the maximum proposed for the selection grade by the Education Commission. There is therefore no need to vary the maximum salary except to bring it into conformity with the basic pay—dearness allowance adjustment, adopted by the Commission. Providing a scale of suitable length and increasing the rates of increment in the initial years of the scale are the other aspects that deserve attention. Keeping these factors in view the Commission has evolved the following scales :—

1. Untrained Matriculates or Intermediates.	Rs. 110/- p. m. (fixed).
2. Untrained graduates.	Rs. 200/- p. m. (fixed).
3. B. A./B. Sc. and B. T. or Kandivali trained B. A./B. Sc. and D. P. Ed.	Rs. 225-10-275-EB-12-335-15-410-EB-20-450.
4. B. A./B. Sc. with S. T. C. / T. D.	Rs. 225-350 (in the above scale).
5. M. A./M. Sc. (IInd class) and B. T.	To start at Rs. 245 in the scale of Rs. 225-450 •

12.33 The Commission has recommended the same starting pay of Rs. 225/- p.m. for teachers falling under item 4 above as it has been informed that the Diploma in S.T.C. and T.D. can no longer be had and only trained graduates holding a degree in Education are eligible to be recruited. Those holding these diplomas in Education are old entrants and would retire from service in course of time. In view of this position the Commission has thought it fit to give them the same starting salary-though it would only be notional in the absence of any fresh recruitment *vis-a-vis* fully trained graduates appointed for the first time. However, having regard to the existing pay scales admissible to this category of teachers the Commission has restricted the maximum of the pay scales admissible to them at Rs. 350/-. For untrained graduates the Commission considers a fixed pay of Rs. 200/- to be sufficient.

12.34 In regard to teachers holding post-graduate qualifications, the Commission is unable to accept the plea for parity with scales of pay of junior Lecturers in colleges. Having regard to the basic difference between the level of education and the academic responsibilities deriving therefrom, such a parity does not appear to be maintainable. However, in the Commission's view, teachers possessing higher qualification coming forward to work as teachers should legitimately fit in the general scale recommended for teachers with a higher start in recognition of their higher accomplishments.

12.35 As regards the selection grade of 15% asked for by the Akhil Saurashtra Madhyamik Shikshak Sangh and recommended by the Education Commission, the scale of pay recommended by this Commission practically covers the selection grade suggested by the Education Commission. Moreover, a selection grade would be operationally effective only if there is a unified cadre of secondary teachers managed by one single authority. In Gujarat State secondary education is sponsored by several Associations/Societies/Trusts and the Commission does not consider the operation of a selection grade under the circumstances administratively feasible.

12.36 Besides the general education teachers of secondary schools, there is also a class of teachers in secondary schools teaching different subjects. Their categories and the existing pay scales are as under :—

1. Drawing Teachers (holders of D.T.C. and Drawing Masters).	Rs. 115-3-145-EB-3-154-4-190.
2. Art Masters.	Rs. 150-4-210-EB-5-245.

3. Special Hindi teachers

(i) H. S. S., Jr. H. S. S., Sr. H. S. S. Rs. 115-3-145-EB-3-154-4-190.

(ii) B. A. with Sr. H. S. S. Rs. 150-4-210-EB-5-245.

4. Music teachers.

(i) Sangeet Visharad. Rs. 115-3-145-EB-3-154-4-190.

(ii) Sangeet Visharad Non-matric. Rs. 105-3-135-EB-3-138-4-174-4-190.

5. Physical Instructors.

(i) Matriculate with one year certificate course. Rs. 115-3-145-EB-3-154-4-190.

(ii) S. S. C. with shortterm course certificate in Physical Education. Rs. 105-3-135-EB-3-138-4-174-4-190.

(iii) Non-matric with shortterm course certificate in Physical Education. Rs. 105-3-135-EB-3-138-4-174-4-190.

6. Craft teachers.

(i) S. S. C. with certificate or Diploma in Tailoring or courses in various crafts. Rs. 115-3-145-EB-3-154-4-190.

(ii) Non-matric with a certificate in Tailoring or courses in various subjects. Rs. 105-3-135-EB-3-138-4-174-4-190.

12.37 The Director of Education has proposed that these classes of teachers may be put on a common pay scale with extra increments to be given for those possessing higher qualifications. This approach would be fair and consistent with the scheme of rationalisation of pay scales. Keeping in view the qualifications expected of these teachers and the non-availability of any avenues of advancement, the Commission considers that a uniform scale of Rs. 155-260 would be appropriate for all these categories of teachers who are at present on two different scales of Rs. 105-190 and Rs. 115-190. Those who carry the higher scale may start on the same scale at Rs. 165/-.

12.38 That leaves the Art Masters and Special Hindi Teachers on the pay scale of Rs. 150-245. The Commission has recommended the pay scale of Rs. 225-350 for trained graduates possessing the qualification of S.T.C. or T.D. The Commission is of the view that Art Masters and Special Hindi Teachers who are graduates with Senior H.S.S. could also be grouped and put on the same scale. Accordingly, the Commission recommends the pay scale of Rs. 225-350 for Art Masters and Special Hindi Teachers possessing the requisite qualifications. A point to which the Commission would like to invite attention is the relative shortness of the scales evolved. Normally longer scales running to twenty years or more would be considered appropriate to posts which carry no prospects of promotion. The Commission has, however, felt that in the career of a teacher where the degree of responsibility in the job does not significantly vary over the course of years, the optimum point of professional competence is likely to be reached within a period of fifteen years of service at the most and it would therefore be pointless to prolong the time scale by providing small doses of increments.

Head Masters

12.39 The basic qualification for appointment as a Head Master in a secondary school is that the candidate should be a trained graduate and should, in addition, possess five years' teaching

H-48-(I)-37

experience after obtaining the professional degree. The pay scales of Head Masters are determined with reference to the numbers of students on the rolls and are regulated as below :—

1. Rs. 250-10-300-15-330-EB-20-370 (for strength of students less than 300).
2. Rs. 320-15-470 (for strength of students between 300 to 500).
3. Rs. 370-20-570 (for strength of students between 500 to 1000).
4. Rs. 420-25-695 (for strength of students above 1000).

12.40 The Gujarat Rajya Acharya Sangh has proposed that the present classification of Head Masters may remain but the number of pay scales may be reduced to three. The Sangh has suggested that a Head Master who possesses higher qualifications than the minimum laid down should be given advance increments and should start at a higher stage in the same pay scale. Similarly, the Association proposed a jump in the pay scale in cases in which the candidate has already worked as a Head Master. The three pay scales for Head Masters suggested by the Sangh are as follows :—

- (i) Rs. 450-700 For less than 500 students.
- (ii) Rs. 600-900 Between 500 and 1000 students.
- (iii) Rs. 800-1150 Over 1000 students.

The Sangh claimed to have evolved these scales on the basis of parity with the scales recommended by the Education Commission for the posts of Junior Lecturers, Senior Lecturers and Readers, respectively.

12.41 The Education Commission has made a general recommendation that Head Masters should have one or other of the scales of pay prescribed for teachers in affiliated colleges depending upon the size and quality of the school and also upon the qualifications of the Head Masters. The workload and responsibilities of a Head Master no doubt vary with the size of the school and its quality, but the criterion of quality is vague and no definite standard is available for determining the quality of a school.

12.42 The Commission sought the views of several of the educationists with whom discussions were held on the feasibility and the method of determining the pay scales of Head Masters on the lines suggested by the Education Commission. While many of them agreed that the present method of linking the pay scale of a Head Master to the strength of students in the school is highly unsatisfactory, they conceded that evolving criteria for the determination of the scales of remuneration of Head Masters capable of objective implementation is by no means easy. They however underscored the need to emphasise the quality of education and the qualifications of the Head Masters in the context of fixing scales of pay. The Commission is aware that under the present system where an improvement in the salary of a Head Master is linked with an improvement in the student strength there would always be a tendency to augment the strength at the expense of qualitative improvement in standard of instruction. This would also affect adversely the interests of schools which seek to restrict the number of its alumni with a view to step up the quality of teaching. Schools in rural and backward areas where the scope for expanding enrolment would be limited would also be at a disadvantage. These disadvantages notwithstanding, it does not appear possible to evolve any other criteria that would guide the fixation of scales of pay of Head Masters. Several alternatives suggested by the educationists like linking the pay scale to the results in the S.S.C. Examination or the extra-curricula activities promoted by the school do not lend themselves to objective evaluation and implementation. The Commission has therefore had to come to the conclusion that a link-up between the student strength and the scale of pay of the Head Master is inescapable.

12.43 The other recommendation of the Education Commission referred to earlier is not of much help either. The Director of Education with whom the Commission discussed the point, held that in view of the obvious differences in the nature of work, experience and qualifications it would not be feasible to adopt any parity in the scales of pay of teachers in colleges on the one hand and of Head Masters on the other. The Commission agrees with this view. The proposals

of the Gujarat Rajya Acharya Sangh are stated to be based on the recommendations of the Education Commission, but are in fact higher. They cannot therefore provide any basis for determining the pay scale of Head Masters.

12.44 In regard to the scales of pay of Head Masters the Commission is of the view that the sum total of responsibilities of a Head Master are divisible into two parts; the academic responsibility and the administrative responsibility as the head of an educational institution. While the former remains more or less the same irrespective of the size of the school, it is the latter that varies in proportion to the variation in the student strength. Thus, the essential difference between the Head Master of a large school and of a small school is to be found in the context of the overall responsibilities as the head of the organisation. The Commission therefore considers, that a single scale of pay for all categories of Head Masters would be justified in recognition of their basic academic responsibilities relating to teaching and effecting qualitative changes in the modes of instruction with special pays of different magnitudes linked to the size of the school in consideration of the role of the Head Master as an administrator. The Commission is of the view that since a separate pay scale for Head Masters is evolved it would cover the totality of duties and responsibilities required to be shouldered by a Head Master of a school whose size can be considered to be normal. For the Head Master of such a school, it is not necessary to grant a special pay, but with progressive increase in the size of the school or a school whose size is already big it would be necessary to sanction extra remuneration in the form of a special pay in lieu of higher pay scales. The Commission understands that there are some schools in which the number of students on the rolls does not exceed 150 and may be even less. In such schools the responsibilities of a Head Master cannot be the same as in larger institutions. Keeping this in view the Commission recommends that in such schools the Head Masters should carry the same pay scale as secondary teachers and draw in addition a special opay of Rs. 50/- p.m.

12.45 The Commission accordingly makes the following recommendations :—

- (i) Head Masters of schools having more than 150 but not more than 500 students may get the pay scale of Rs. 350-650, without any special pay.
- (ii) Head Masters of schools with more than 500 students but not more than 1000 students may be given a special pay of Rs. 75/- p.m.
- (iii) Head Masters of schools with more than 1000 students may be given a special pay of Rs. 100/- p.m.

12.46 The Gujarat Rajya Acharya Sangh informed the Commission that generally in schools having a population of more than 1000 students there is a Principal, in addition to the Head Master. The Principal looks after administrative duties relating to the running of the school while the Head Master handles academic work. The Commission recommends that in such cases the Principal may be given a special pay of Rs. 100/- p.m. and the Head Master Rs. 75/- p.m.

Summary of Recommendations

Sr. No.	Designation of the teacher	Existing scale of pay	Recommended pay scales
1	2	3	4
		Secondary Schools	
		Rs.	Rs.
1	Head Master	(i) 250-10-300-15-330-FB-20-370(for less than 300 students) (ii) 320-15-470 (for strength between 300 to 500 students) (iii) 370-20-570 (for strength between 500 to 1000 students) (iv) 420-25-695 (for strength of above 1000 students)	350-15-395-20-475-25-650 with special pay of Rs. 75/- or Rs. 100/- as proposed in the proceedings.

	1	2	3
2	M. A., M. Sc., (IInd class) and B. T.	195-7 1/2-285-10-395	Start at Rs. 245/- in the scale of 225-10-275-EB-12-335-15-410-EB-20-450.
3	Trained graduates B. A./B. Sc. with B. T.	160-5-190-6-208-8-216-EB-9-240-10-310-EB-10-320-15-350-20-370	225-10-275-EB-12-335-15-410-EB-20-450
4	Trained graduates B.A./B. Sc. with S. T. C./T. D.	150-4-210-EB-5-245	225-10-275-EB-10-335-15-350
5	Untrained graduates.	145/- p.m. fixed	200/- p.m. fixed
6	Trained Matriculates or Intermediates (holder of Inter, S. S. C. or equivalent with S. T. C. or T. D.)	115-3-145-EB-3-154-4-190	155-5-180-6-210-EB-8-250-10-260
7	Untrained Matriculates or Intermediates	110/- p. m. fixed	110/- p.m. fixed
8	Kandivali trained B. A./B. Sc. and D. P. Ed.	160-5-190-6-208-8-216-EB-8-240-10-310-EB-10-320-15-350-20-370	225-10-275-EB-12-335-15-410-EB-20-450
9	Drawing Teachers (holders of D. T. C. and drawing Masters)	115-3-145-EB-3-154-4-190	155-5-180-EB-6-210-EB-8-250-10-260
10	Art Master	150-4-210-EB-5-245	225-10-275-EB-12-335-15-350
11	Special Hindi Teachers		
	(i) H. S. Sh. Jr. H. S. S.	115-3-145-EB-3-154-4-190	155-5-180-EB-6-210-EB-8-250-10-260
	(ii) B. A. with Sr. H. S. S.	150-4-210-EB-5-245	225-10-275-EB-12-335-15-350
12	Music Teachers		
	(i) Sangeet Visharad	115-3-145-EB-3-154-4-190	155-5-190-EB-6-210-EB-8-250-10-260
	(ii) Sangeet Visharad Non-matric	105-3-120-EB-5-190	
13	Physical Instructors		
	(i) Matriculates with one year certificate course	115-3-145-EB-3-154-4-190	155-5-180-EB-6-210-EB-8-250-10-260
	(ii) Matric or S. S. C. with short-term course. Certificate in Physical Education	105-3-120-EB-3-135-5-190	
14	Craft Teacher	115-3-145-EB-3-154-4-190	155-5-180-EB-6-210-EB-8-250-10-260
	(i) Matric plus a certificate or diploma in Tailoring or course in various crafts		
	(ii) Non-matric plus a certificate in Tailoring or course in various crafts	105-3-120-EB-3-135-5-190	
Primary Schools			
	Primary teachers (senior trained)	101-1 1/2-110-21/2-115-S. G.-3-145	120-3-135-EB-4-155-5-180-EB-6-210
	Primary teachers (trained)	95-1 1/2-110-2 1/2-115-S. G.-2 1/2-135.	120-3-135-EB-4-155-5-180-EB-6-210
	Untrained Primary teachers	75/- p.m. fixed	100/- p.m. fixed

Allowances

12.47. Under its terms of reference in so far as they relate to the teachers of aided schools the Commission is required to recommend "a complementary structure of allowance". The details of the "allowances", have however not been specified in the Government Resolution constituting the Commission. The Commissions, therefore, invited suggestions under item 50 of its questionnaire pertaining to suitable structure of pay scales and allowance (other than dearness allowance) for teachers in aided schools and the matter was also raised during the discussions the Commission had with the representatives of teachers of aided schools. The information as regards "allowances" gathered by the Commission revealed that :—

1. Generally teachers are not allowed Travelling allowance, Daily allowance or Bad Climate allowance on the terms of B. C. S. Rs. as expenditure on these items is not admissible for purposes of grant-in-aid, they are however allowed actual expenses for journeys on duty;
2. they are entitled to compensatory local allowance and house rent allowance as admissible to Government employees from time to time;

12.48. In respect of (1) above, generally, no suggestions came forward; otherwise also the Commission would refrain from making definite suggestions as it has had no details of expenditure incurred on several items by institutions, and the nature and size of the grant admissible to them.

12.49. As regards (2) also the Commission has no specific suggestions to make as all the points raised in this behalf have been dealt with at length; in the earlier Chapter on allowances. What holds good in the case of Government employees shall hold good in respect of teachers of aided schools also.

12.50. One of the representative bodies of teachers as well as the former Education Minister of the State invited the Commission's attention to the difficulties of recruiting teachers to serve in rural areas. They suggested that in order to attract trained graduate teachers to rural areas they may be granted a "Rural Allowance". Such an allowance was however not proposed for primary teachers in rural areas presumably because their number being very large, the grant of such an allowance would involve very heavy expenditure. The problem of recruitment of personnel to serve in rural areas is not peculiar to secondary teachers. Several Departments have faced this difficulty. The Commission is therefore unable to treat this problem specifically in relation to teachers in secondary schools.

SUMMARY OF RECOMMENDATIONS

Principles of salary determination (Chapter IV)

1. A pay structure should be based on principles fair in application to ensure reasonable remuneration to Government servants as also to recruit and to retain an efficient staff; but the remuneration has to be fair not only in relation to Government servants but in relation to the community also as the community should not unnecessarily be taxed to provide better amenities to a few. (Paras 4.1 to 4.6).

2. The principle of "market value" is neither fair nor economic; it runs counter to the maintenance of efficiency. (para 4.7).

The Government cannot become a "model employer" in the sense it is generally understood. In relation to its employees a Government does have an obligation to be a pace-setter in the matter of conditions of work and employment practices. (para 4.8).

3. Broadly the principle of equal pay for equal work must be kept in mind as a corollary of the principle of fair treatment of employees. (para 4.9).

4. The principle of "fair relativity with private sector" is no doubt sound but it is by no means easy to adopt in practice because of several difficulties experienced in effecting comparisons with rates of remuneration in private sector. However, even when the scales of remuneration are determined on other criteria, comparison with outside rates may have to serve as a corrective (paras 4.11 to 4.15).

5. While an attempt should be made to effect maximum improvement in the remuneration of the State services keeping in view the differences in the terms and conditions of service as between employment under the State Government and the Central Government and in keeping with the resources available to the State Government, existing differentials in the remuneration of the State services and the Central services should be narrowed down as far as practicable. Absolute parity cannot however be insisted upon. (para 4.17).

6. Reasonable compensation against a fall in the real value of salaries must be available either by a revision of pay scales or in some other ways such as grant of dearness allowance, particularly in respect of the vulnerable lower strata of employees. (para 4.19).

7. In respect of a subsistence wage the employer's capacity to pay is, no doubt, irrelevant but above the subsistence level, the capacity of the State to pay must be taken into account. A balance must be struck as between the need to provide better standards of remuneration for Government employees and the other claim on the State's resources. (para 4.20).

8. The salary levels of the lowest grades of employees of Government should be guided by the concept of minimum remuneration (para 4.21).

9. In respect of the top most posts, the maximum remuneration could reasonably be fixed at a level slightly below the starting pay of a Secretary to Government. (para 4.22).

10. The determination of pay scales of intermediary grades could reasonably be on the basis of internal relativities. Vertical relativities are more important and more practical of attainment than horizontal relativities. Horizontal relativities could, however, serve as a corrective wherever imbalances are noticed as between scales of pay in the different departments for comparable levels (para 4.23).

Pay Structure (Chapter V)

1. The salary structure of Government employees should be designed having regard to division of posts into classes or grades to typify differences in the level of degree of job content and an evaluation of duties and responsibilities. (para 5.2)

2. Classification of posts should be determined with reference to attributes, such as, physical, intellectual, educational, and others required of incumbents holding the posts. (para 5.3)

3. Factors relevant for determining the level of remuneration are, *inter alia*, qualification, experience, level of responsibilities, nature of duties and market value, but the importance to be attached to these different factors for determining pay scales cannot be uniform. (paras 5.4 to 5.6)

4. The time scale system of pay is necessary to maintain efficiency and to reward experience. An entry pay scale should normally be of a span of 18 to 20 years with a shorter span for technical posts requiring experience, in addition to academic qualifications. For posts exclusively filled by promotion a span of 8 to 10 years is suitable. (paras 5.7 to 5.9)

5. The rate of increment could be related to the pay scale of the post at the rate of 5 to 6% and it should progressively increase to compensate gain in experience and knowledge and increase in responsibilities. (paras 5.10 and 5.11).

6. The minimum and the maximum of a salary scale should be so fixed as to provide fair remuneration to an employee without being seriously out of proportion to the responsibility attached to the post. A fixed or irrevocable ratio between the two is not practicable. (para 5.12).

7. Efficiency bars are necessary in a time scale to maintain and reward efficiency. In a longer scale there should be at least two efficiency bars and in a shorter scale only one. It is also necessary to laydown the procedure for operating efficiency bar (paras 5.13 to 5.15).

8. Probationary stage in a time scale should start at the minimum of the pay scale and not at a stage below the minimum. A probationer should not however earn increments during the period of probation (para 5.17).

9. Selection grades are necessary for larger cadres in which promotion prospects are limited and chances of stagnation greater. This principle should apply more in favour of non-gazetted cadres and not in regard to class-I and II posts which are themselves career grades (para 5.20).

10. Rationalisation of pay scales must aim not only a reduction in the total number of pay scales but should also ensure uniform standards of remuneration for comparable duties and responsibilities. A broad-banding of posts carrying more or less the same responsibilities must be pursued without marking minor differences in the content of work with minor differences in scales of pay (paras 5.21 to 5.26).

11. Isolated posts must, as far as possible, be absorbed into regular cadres where such cadres exist in other Departments (para 5.29).

Minimum Remuneration (Chapter VI)

1. In a country like India in the present economic condition a living wage is not feasible but the minimum cannot be allowed to go down to the level of a subsistence wage. It should be reasonably above the subsistence level which would provide for (i) adequate substance; (ii) preservation of the efficiency of the worker, (iii) some measure of education and medical requirements; (iv) some amenities which would cover social responsibilities. (paras 6.1 to 6.8).

2. The present minimum remuneration of Rs. 124/- p.m. of class IV employees in the Government of Gujarat cannot be said to be considerably lower than average per capita earnings in several sectors of industry, and is higher than the State's per capita income and the minimum wages fixed by the Government in several instances. (paras 6.9 to 6.12).

3. Compared to the age of entry of industrial labour the entry to Government service is at a fairly early age; consequently the size of the family to maintain is relatively small. (paras 6.13 to 6.19).

4. Based on the diet chart recommended by the Second Pay Commission and adding expenditure on clothing, housing and miscellaneous items, the total cost of a family budget for three consumption units at the price index of 195 would be Rs. 156/- p.m. but taking into account certain benefits available to the lowest grades of employees in Government service, the minimum wage could be reasonably fixed at Rs. 146/- p.m. (paras 6.20 to 6.21).

5. The minimum requirement of three consumption units could be made available in full somewhere after the 8th stage of a time scale. (para 6.16). The minimum wage that should be made available at the entry stage should be Rs. 130/- p.m. split up into pay of Rs. 90/- in the pay scale of Rs. 90-2-110 and dearness allowance of Rs. 40/- (para 6.22).

6. Fixing remuneration for the lowest grade of class III employees on the basis of a fixed coefficient of 1 : 8 is impracticable because of several factors but the difference in the basic salary of class IV and class III employee could be maintained at the existing ratio and the basic salary of the latter fixed at Rs. 130/- p.m. (para 6.28).

Dearness Allowance (Chapter VII)

1. The principle of devising a salary structure with reference to a reasonably stable level of prices and to match variations in cost of living by providing a dearness allowance is essentially pragmatic. (paras 7.1 to 7.3).

2. In spite of a persistent upward trend in prices during the past years an optimistic outlook in respect of fall in prices is not unwarranted. A suitable price base for the salary structure could in the circumstances be taken at the level of 145 points of the All India Working Class Consumer Price Index (1949=100). (paras 7.4 to 7.10).

3. A consolidation of dearness allowance with basic pay corresponding to the price base chosen is necessary. (paras 7.11 to 7.12).

4. In regard to the concept of the dearness allowance and the extent of neutralisation the Commission has accepted the recommendations of the Dearness Allowance Commission. (paras 7.19 to 7.21).

5. Adjustment of dearness allowance from time to time consequent to the movements in the cost of living index should be automatic. (para 7.22).

6. Regulation of grant of dearness allowance should be on the basis of movement of All India Working Class Consumer Price Index series 1949 as the base until such time as the Government of India switches over to any other index. (para 7.23).

7. A change in rates of dearness allowance should be linked to 10 point increase over a period of 12 months. (para 7.24).

Special Pays (Chapter IX)

The principles laid down in B.C.S.R. 9(49) for regulating grant of special pays are basically sound, but these have been used to cover a large variety of special pays. Laying down of precise criteria governing grant of special pays under the rule is therefore necessary. The Commission has proposed the following criteria :—

(1) Special pays would be justified under circumstances where the duties attached to the posts are, as compared to other posts in that cadre, inherently of such arduousness or of difficulty as would normally justify a highr scale of pay; but such a distinct scale of pay is not administratively feasible;

(2) Special pays would be justified if the conditions under which work is required to be performed impose a degree of arduousness or of difficulty that is distinct from that attached to normal posts in the cadre or comparable post elsewhere;

(3) Special pays would be justified where work related to a post is required to be performed under the conditions of risk of health or life or is performed at locations where normal civic amenities are absent in a marked degree, and if such conditions are not taken account or in the scale of pay for the post;

(4) Special pays would be justified in the circumstances where a Government servant is called upon to and performs more than what is prescribed as a full day's work for him so often or so frequently as would call for additional remuneration;

(5) Special pays would be justified in the context of the specific addition to responsibility of a nature or duration that does not require a separate scale of remuneration;

(6) Special pays would be justified in recognition of a distinct difference in the level of responsibility of posts which it is not feasible administratively to remunerate differently.

PART D

REPORT
OF THE
GUJARAT PAY COMMISSION
1968

(VOLUME II)

CONTENTS

CHAPTER	Volume—II	PAGES
	PART—D	
I	Heads of Departments	1—3
II	Secretariat	4—25
III	Scales of pay of certain categories of staff common to several Departments..	26—46
	PART—E	
IV	Agriculture and Co-operation Department	49—120
V	Civil Supplies Department	121—134
VI	Education and Labour Department	135—220
VII	Finance Department	221—236
VIII	General Administration Department	237—264
IX	Home Department	265—316
X	Industries, Mines and Power Department	317—347
XI	Legal Department	348—363
XII	Panchayats and Health Department	364—438
XIII	Public Works Department	439—482
XIV	Revenue Department	483—498
	PART—F	
	APPENDICES	501—534

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CHAPTER I

HEADS OF DEPARTMENTS

The Heads of Departments represent the agency through which the policies of Government are implemented at various levels. They enjoy extensive powers of an executive, administrative and financial nature and function as principal advisers to Government in their specialised fields. The concept of Heads of Departments functioning merely as the policy-execution wing of administration has long since undergone a change. Their role has now become dual; on the one hand they are frequently called upon to assist in the process of formulation of policies by bringing to bear on the deliberations towards policy-making, their field experiences and the technical expertise they possess and are required on the other to work out the precise details of implementation of policy and programme and issue directives to staff at various levels and supervise and coordinate the functioning of various agencies under their control. With the advent of planning the line of distinction between the staff and line agencies has become nebulous almost to the point of virtual obliteration. Another notable feature traceable to the emergence of the era of planning is the change in the relative importance of the different Departments of Government. A whole range of welfare and development services has come into existence and the pride of place enjoyed by the older Departments, signifying the authority of Government has been claimed by the Departments concerned with development activities.

The question of determination of pay scales of Heads of Departments has to be examined in this perspective. At present the posts of Heads of Departments are distributed over a variety of scales of pay; some of the posts are held by the officers of the cadre of the All India Services. While the disparity in scales of remuneration of the top level posts is understandable since this is based partly on internal relativities, broad parities should nevertheless be established in view of the extensive responsibilities of Heads of Departments in the field of formulation and implementation of policies.

The Commission broached this issue to many of the official and non-official witnesses. While there was a broad consensus among them that a multiplicity of scales of pay for the posts of Heads of Departments is not desirable, there was no unanimity of views either as regards the categorisation for purposes of uniform scales of pay or the scales of pay to be adopted. An extreme view presented was that there should be one common pay scale for all the Heads of Departments. Those who agreed that categorisation was justified were not wholly agreed as to the criteria to be adopted or as to the application of the criteria to particular Departments. As to the criteria, the different aspects on one or more of which emphasis was laid by the Heads of Departments were the size of the Department, the position of the Department in relation to the primary and secondary functions of the State, the revenue from the Department, the expenditure on the Department, whether the Department is technical or non-technical and so on. The Chief Secretary whose views the Commission had solicited in this behalf pointed out that categorisation of higher level posts should include not only the posts of Heads of Departments but other senior officers functioning at State or regional levels as well. He observed that the status or category of the departmental Head should depend not merely on the size and importance of the Department but also on a consideration of the competence, qualifications and experience that he should possess, in order to be able to function effectively as the Head of the Department who can advise the Government on questions of policy and in dealing with the problems concerning his Department. According to him the latter aspect deserves greater weightage than the size or importance of the Department.

The Commission having given careful consideration to this question is of the view that broad-banding of different Heads of Departments and evolving common scales of pay for them should be attempted. While such a broad-banding need not be confined only to the posts of Heads of Departments, the groups themselves have to be so devised as to typify substantial

H—48—Vol. II—(1)

differences in levels determined on objective criteria. Any such categorisation has therefore to be attempted primarily with reference to the following considerations:—

- (1) the qualifications and experience and specialisation required for holding the post;
- (2) vertical relativities within the organisation;
- (3) the principal functions of the Department;
- (4) size of the Department, the structure and organisation of the Department at various levels;
- (5) the role of the Department in promoting development and welfare activities particularly with reference to programmes for development of human and material resources.

The Commission would like to emphasise the first three factors as more important and deserving greater weightage than the last two, particularly since the structure of Departments and distribution of personnel at various levels differ largely and any attempt to assess this factor in the context of determination of the scale of pay of the Head of the Department might lead, to erroneous conclusions. The Commission is not unaware of the fact that the relative importance of a Department with reference to its functions may change in the context of planning and policy, even so some basic differences will remain. Another factor the Commission would like to stress is that any distinction in the scales of pay of the Heads of technical Departments and the non-technical Departments cannot be sustained except in the context of the considerations enumerated above.

Having regard to the criteria set out earlier the Commission has evolved four basic scales of pay for the posts of Heads of Departments not held by officers of the All India Services. (1) Rs. 1800-100-2300; (2) Rs. 1400-60-1640-80-1800; (3) Rs. 1300-60-1600 and (4) Rs. 1100-50-1200-60-1500. Over and above these the Commission has evolved an intermediate scale of Rs. 1800-100-2000 keeping in view the requirements of several of the senior posts in various Departments of Government. In the case of Heads of Departments wherever one or the other of the factors listed at 1, 2, 3 earlier requires to be given special weightage, the Commission has recommended an elevation of the post of the head of the Department concerned, to the intermediate category without basically altering the categorisation of the Department. An instance is, the post of Director of Agriculture which could go into the second category but has been put on an intermediate higher scale of Rs. 1800-2000. In the case of the Director of Health and Medical Services the process has operated in the reverse as a sole exception to the scheme. In view of the fact that the Commission has proposed the grant of a non-practising allowance of Rs. 500 for the post of Director, the Commission has put the post in the intermediate level next below that of the highest category of Heads of Departments to which it rightly should belong. Posts of regional Heads of Departments or other senior positions have been put on one or the other of the scales of the Heads of Departments or the intermediate scale on the basis of broad-banding. The basic grouping of the posts of Heads of Departments is as under:—

I. Recommended scale :	Rs. 1800-100-2300.
Post.	Present scale.
Chief Engineers.	Rs. 1800-2000.
Director of Education.	Rs. 1800-2000.
Director of Technical Education.	Rs. 2000-2250.
Chief Town Planner and Architectural Adviser.	Rs. 2500-3000.
II. Recommended scale.	Rs. 1800-100-2000.
Director of Health and Medical Services.	Rs. 1600-2000.
Director of Agriculture.	Rs. 1300-1600.

III. Recommended scale :	Rs. 1400-60-1640-80-1800.
Director, Employees State Insurance.	Rs. 1600-1800.
Director of Accounts and Treasuries.	Rs. 1300-1600.
Superintending Engineer	Rs. 1300-1600.
Director of Geology and Mining.	Rs. 1300-1600.
Director of Ports.	Rs. 1300-1600.
Electrical Engineer to Government.	Rs. 1300-1600.
Consulting Surveyor to Government.	Rs. 1300-1600.
Architect to Government.	Rs. 1300-1600.
IV. Recommended scale :	Rs. 1300-60-1600.
Director, Bureau of Economics and Statistics.	Rs. 1100-1350.
Director, Animal Husbandry.	Rs. 1100-1350.
Director, Information.	Rs. 1100-1300.
Director, Printing and Stationery.	Rs. 900-1400.
Director, Employment	Rs. 1300-1600.
Director, Drugs Control.	Rs. 1100-1300.
Director, Civil Supplies.	Rs. 1100-1300.
V. Recommended scale :	Rs. 1100-50-1200-60-1500.
Director, Fisheries.	Rs. 1000-1300.
Director, Social Welfare.	Rs. 900-1300.
Director, Backward Class Welfare.	Rs. 900-1300.
Director, Prohibition and Excise.	Rs. 900-1300.
Director, Languages.	Rs. 1100-1300.
Director, Ayurved.	Rs. 1000-1400.

The posts of Directors of minor Departments have not been categorised as above. Pay scales recommended in these cases are on the basis of inter-departmental and internal vertical relativities. A large number of posts of regional officers and others has also been put on one or the other of these scales.

CHAPTER II

SECRETARIAT

SECTION 1—ORGANISATION (SECRETARIAT DEPARTMENTS)

The Headquarters Organisation of the State Government is the Secretariat comprising of different departments through which the business of Government is transacted. Listed below are the eleven Departments in the Secretariat.

1. Agriculture and Co-operation Department,
2. Civil Supplies Department,
3. Education and Labour Department,
4. Finance Department,
5. General Administration Department,
6. Home Department,
7. Industries, Mines & Power Department,
8. Legal Department,
9. Panchayats and Health Department,
10. Public Works Department,
11. Revenue Department.

The official head at the apex is the Chief Secretary who is also in charge of General Administration Department. He also functions as the Secretary to the Cabinet. The Additional Chief Secretary is now in charge of the Finance Department. The remaining Departments are each in charge of a Secretary. The official Heads of the Secretariat Departments are assisted by officers of the rank of Joint Secretaries, Deputy Secretaries and Under Secretaries. The posts of Chief Secretary, Additional Chief Secretary and Secretaries, except that of Secretary, Legal Department, are borne on the cadre of Indian Administrative Service and are reserved for officers of the I.C.S. or I.A.S. The post of Secretary, Legal Department, is at present filled by an officer from the Judiciary. In the Public Works Department the posts of Joint Secretaries are held by Chief Engineers in an Ex-officio capacity whereas in the Legal Department it is filled by promotion of an officer of the Secretariat Service or of a Judicial Officer not below the rank of a District Judge. In every Department there are one or more Deputy Secretaries. The posts of Deputy Secretaries are filled by promotion of Secretariat Officers from the cadre of Under Secretaries and by transfer of officers of other cadres. Certain number of posts of Deputy Secretaries are cadre posts and they are generally filled by the members of the I.A.S. In the Public Works Department and Legal Department some posts of Deputy Secretaries are filled by drawing officers from the Engineering and Judicial services respectively. Next to Deputy Secretaries are Under Secretaries and every Secretariat Department has two or more Under Secretaries. The posts of Under Secretaries are generally filled on promotion from the cadre of Secretariat Superintendents. Officers from the cadre of Deputy Collectors and I.A.S. officers on the Junior Time Scale and Junior Officers of the Engineering service are also drawn for appointment as Under Secretaries but they are few.

The non-gazetted hierarchy of the Subordinate Secretariat Service comprises two divisions. The Upper division consists of two cadres namely that of Superintendents and Assistants and the lower one that of clerks. At the level of clerks the recruitment qualification is S.S.C. and the

posts are filled by direct recruitment through a competitive examination held by the Public Service Commission. Similarly, the posts of Assistants at the next higher level are largely filled by direct recruitment, but a certain percentage of posts are also filled by promotion from the cadre of Lower Division Clerks; the ratio of appointment by direct selection and promotion being 3:1. As in the case of clerks, direct recruitment of Assistants who are required to be graduates is also made through a competitive examination held by the Public Service Commission. At the level of Superintendents the appointment is made largely by promotion from the cadre of Assistants, but vacancies to the extent of 25% are also filled by direct recruitment through a competitive examination by the Public Service Commission. The minimum qualification for recruitment by examination is a University degree.

PAY SCALES

The Gujarat Secretariat Service Officers' Association in its memorandum to the Pay Commission has sought an upward revision of scales of pay for the posts of Deputy Secretary and Under Secretary on the common grounds that (i) the scales of pay should be appropriately correlated to the rising price level (ii) there has been substantial change in the nature of duties and responsibilities (iii) pay scales in public and private sectors are more attractive and therefore able and talented persons are not attracted to Government service.

(i) Deputy Secretary (Rs. 900-1200)

In regard to the revision of pay scale for the post of Deputy Secretary in particular, the Association has sought parity with the scales of pay drawn by Officers of the I.A.S. cadre who when appointed as Deputy Secretary draw their own scales of pay and a special pay of Rs. 200 and with the Heads of Departments and has suggested a pay scale of Rs. 1300-2000.

The Commission agrees that an upward revision of the scale of pay for the post of Deputy Secretary is necessary. But in doing so it would seem appropriate to recapitulate, in brief, the background of the existing scale of pay. The post of Deputy Secretary did not carry a regular pay scale, but the officers in the posts were allowed to draw the grade pay of the post of Assistant Secretary from time to time and a special pay of Rs. 200 p.m. Effective from 1-11-1956, however, a regular scale of pay of Rs. 1100-50-1300 (Bombay City) was evolved for the first time. With the formation of the State of Gujarat the city scales had to be recast and consequently a scale of pay of Rs. 800-40-1200 was prescribed for the post. Its dearness allowance merged equivalent effective from 1-10-1961, became Rs. 900-40-1100-1100-50/2-1200, which was further revised to the existing scale of pay of Rs. 900-40-1100-50-1200. The parity demanded by the Association with the pay scales of I.A.S. cadre officers and the Heads of Departments does not seem to be well-founded as the cadre officers draw their own scale of pay wherever they are posted and the pay scales of the Heads of Departments are not uniform but are evolved primarily on the basis of duties and responsibilities devolving on each of such posts as also the experience and qualification expected of them. It is, however, pertinent to note that in the hierarchy of Secretariat services the post of Deputy Secretary represents the last level of promotion, and its scale of pay should therefore bear a consistent relationship with the pay scale of the post of Under Secretary and other posts down below. By the very nature of their duties the officers of the status of Deputy Secretaries are called upon to examine and critically assess the proposals of several Heads of Departments and assist effectively in the process of policy formulation. There should therefore be a proper relativity with the pay scales of the hierarchies outside the Secretariat. Having regard to these factors and on a proper evaluation of duties of the post, the prospects of advancement open to Under Secretaries and the responsibilities of Deputy Secretaries are expected to shoulder at their level, the Commission considers that the scale of pay of Rs. 1100-50-1200-60-1500 would be quite adequate and fair for the post of Deputy Secretary.

(ii) Under Secretary (Rs. 620-1070)

Before the formation of the Bilingual State of Bombay, the regular gazetted cadre below the cadre of Deputy Secretaries was that of Assistant Secretaries and some posts of Under

Secretaries not carrying any regular pay scale at the intermediate level were filled either by promotion of Assistant Secretaries or by drawing officers from the cadre of Deputy Collectors or by Junior I.A.S. Officers. Assistant Secretaries when promoted as Under Secretary were given a special pay of Rs. 150 p.m. in addition to the grade pay of Assistant Secretary. Effective from 1st November 1956 a scale of Rs. 650-1150 (City) was evolved for the posts of Under Secretary and the cadre of Assistant Secretary was abolished. On the formation of the State of Gujarat the city scale of pay of Under Secretary was rationalised and a new scale of pay of Rs. 500-30-680-35-890-40-970 was made effective from 1st May 1960. Its dearness allowance merged equivalent of Rs. 570-30-600-35-950-40-1070, was further revised to Rs. 620-35-830-EB-40-1070, on representations made to Government that the scale of pay of Under Secretary was appreciably lower than the mofussil equivalent of the city pay scale of Under Secretary and that many of the Superintendents when promoted and appointed as Under Secretary did not get any material benefit.

The Gujarat Secretariat Service Officers' Association has asked for the scale of pay of Rs. 800-50-1200 for the post of Under Secretary. The post of Under Secretary is a promotion post and generally such promotions are available during the latter part of service. A majority of officers would normally retire from that cadre and promotions to the next higher level post of Deputy Secretary would therefore be available only to a few. Keeping this in view and having regard to the scales of pay recommended for posts of comparable status and responsibility in the officers of many Heads of Departments the Commission recommends the scale of pay of Rs. 700-40-860-EB-50-1110-55-1275 for the post of Under Secretary.

NON-GAZETTED POSTS

Before the Commission discusses the scale of pay of non-gazetted posts in the Secretariat, it is necessary to mention the existing differences between pay scales of posts in the Secretariat Departments and those under the Heads of Departments and offices. At the lowest clerical level the scale of pay in the Secretariat and outside is the same namely Rs. 91-170 but there is a marked difference at higher levels. The higher levels in the Secretariat are the Assistants and the Superintendents whose present pay scales are Rs. 145-400 and Rs. 365-650 respectively. In the Heads of Departments and Officers outside the Secretariat the levels above the clerk are mainly the Senior Clerk, the Head Clerk and the Superintendent. Their pay scales are not uniform but the broad pattern is Rs. 145-185 for Senior Clerk, Rs. 165-245 for Head Clerk and Rs. 250-370 for Superintendent.

The preferential treatment given to the non-gazetted staff, other than clerks, in the Secretariat by the provision of comparatively better scales of pay has been and is a source of grievance to the staff outside. The Staff Associations which tendered evidence before the Commission have invariably expressed themselves strongly against continuing the existing disparity in pay scales and have asked for treating ministerial cadres in the Secretariat and outside on par in matters of revised pay scales. The principal contentions advanced in support of this view are in brief these:—

(i) the ground-work for the various proposals emanating from the offices of Heads of Departments is to be done by the staff in these offices and the scrutiny carried out by the staff of the Secretariat Departments is thus relatively less strenuous ;

(ii) the entire work of implementation of policy and execution of programme devolves on the staff of the Heads of Departments ; this work is of a more onerous nature and of greater importance ;

(iii) the process of decentralisation and delegation of powers has extended the sphere of activity of the Heads of Departments and final disposal of most matters rests within the Department ; this has circumscribed the role of the Secretariat substantially ;

(iv) the duties and responsibilities of the staff outside the Secretariat are not less heavy or arduous than those of the Secretariat staff ;

(v) the Secretariat staff is non-transferable and the staff working outside is in many cases transferable.

Several of the Heads of Departments have also asked for the elimination of the existing disparities in the scales of pay. One of them went so far as to say that the organisation of the Secretariat is itself a superfluity. Some of the non-officials with whom the Commission discussed the question also supported the claim for parity in pay scales demanded by the Staff Associations. Some of the senior Secretaries to Government have however disagreed with this point of view. They emphasised the role of the Secretariat Departments in the Government organisation. They were of the view that the basic approach to the examination of various subjects and the analysis of facts and points of view expected in a Department of the Secretariat are qualitatively different. To the extent that the Secretariat has to scrutinise and assess any matter not merely from the perspective of Departmental policy but on a more comprehensive basis in tune with the policy of the Government as a whole, the responsibilities of the staff assisting in the process can be considered to be of a higher order since this envisages a certain original and discriminating approach to the handling of matters, even at the ministerial level, in the Secretariat. The ministerial staff in the Secretariat is also in some respects better trained in handling of matters. An Assistant in a Secretariat is liable to be shifted from Branch to Branch within a Secretariat Department dealing with matters concerning more than one subordinate Department and at the level of Superintendents transfers between different Departments of the Secretariat are possible and this makes the Secretariat staff conversant with more subjects than the ministerial staff in any one of the subordinate Departments and equips them for the handling of matters emanating from several Departments outside. The fact that a larger measure of delegation and decentralisation of powers has been resorted to, could, it is pointed out, only mean that only the important matters relating to departmental activities and those carrying vital policy implications come up to the Secretariat for disposal. This would seem to accentuate the key role of the Secretariat organisation. The important role which the Secretariat plays in Government's responsibility to the Legislature was also emphasised.

The Commission has given considerable thought to this problem and finds force in some of these grounds of difference. The difference urged before some Commissions that the Secretariat is concerned with policy and decision making and non-Secretariat offices with only execution is not now valid. The Commission is, however, satisfied that the fundamental difference between the roles of staff of Heads of Departments and the staff of the Secretariat organisation is essentially qualitative arising from some of the inherent factors earlier mentioned. This difference would certainly be adequate justification for differences in the pay scales of the two sets of staff. However, the Commission is of the view that the existing disparity is of a substantial order and out of proportion to any defensible distinctions in scales of remuneration. The Commission has therefore striven to scale down the existing differentials to the extent consistent with the criterion of providing fair remuneration to all staffs.

(iii) Superintendent (Rs. 365-650)

The cadre of Superintendents originally comprised of two categories of posts of Junior and Senior Superintendents, the former in the pay scales of Rs. 320-20-440 and the latter in the pay scale of Rs. 475-25-600. With the formation of the bilingual State of Bombay, this distinction was removed and, effective as from 1st November 1956 a running scale of Rs. 320-20-440-EB-20-500-EB-25-600 (city) was introduced. On the formation of the State of Gujarat, the city scale of the post of Superintendent had to be mofussilised and a new scale of Rs. 290-20-370-EB-20-570 was made applicable to those who got promoted to the posts of Superintendents on and after 1st May 1960. The dearness allowance merged equivalent of the scale came to be Rs. 365-20-445-EB-20-625-25-650. These posts are filled by direct selection and promotion in the ratio of 25:75. Their duties *inter alia* are to handle difficult and intricate cases arising for consideration in the Branch, to supervise handling of cases by Assistants who are new, to train them in disposal of work and to guide the Branch Assistants in their day to day disposal. In addition, they are called upon to assist officials whenever necessary and to attend to direct disposal of routine cases within the purview of their powers for disposal.

The Gujarat Sachivalaya and Allied Offices Staff Association has asked for a pay scale of Rs. 500-30-650-EB-40-850-50-900 for the post of Superintendent based on the cost of living index prevailing in 1965. In suggesting the pay scale, the Association has sought comparison with the pay scales prevalent in the private sector and the Central Government.

The Superintendents are eligible for promotion to the posts of Under Secretaries, all of which are filled by promotion of Superintendents. The promotion avenues can therefore be considered quite satisfactory. The duties and responsibilities of these posts are of a comparatively high order and exacting. Keeping these factors in view the Commission recommends the pay scale of Rs. 425-25-550-EB-30-670-EB-35-775 for the posts of Superintendents.

The Gujarat Sachivalaya and Allied Offices Staff Association has proposed that considering the nature of duties and responsibilities assigned to the posts of Superintendents and the general pay scale admissible to class II service in the State, the posts of Superintendents deserve to be made gazetted. The proposal of the Association does not fall within the terms of enquiry of the Commission. Nevertheless, the Commission is of the view that much of the misunderstanding in regard to the disparity in the pay scales between Secretariat and non-Secretariat staff is due to the similarity of designations at the level of Superintendent in various offices inspite of differences in the nature of duties and responsibilities. This misunderstanding is likely to be dispelled if the designation of the posts of Superintendent is suitably altered. The Commission therefore recommends that Government may redesignate the posts as Section Officers.

(iv) Assistants (Rs. 145-400)

Appointment to the posts of Assistants is made either by direct recruitment of graduates through a competitive examination or by promotion in the ratio of 75:25. Their main duties are to put up notes and drafts on various cases that come up for examination at the Secretariat. Pertinent to the context of determination of the pay scale for this cadre of Assistants is the abolition of the intermediate promotion cadre of Senior Assistants and amalgamation of the two cadres and introduction of a single running pay scale of Rs. 145-10-185-EB-225-15-300-20-340-EB-20-400 with effect from 1st October 1964. This integration of cadres has been effected as there were several drawbacks in the old system and it was administratively difficult to follow. The Commission has noticed that the running scale for the posts of Assistants provide for jump of Rs. 40 after the 4th year of service. This is a unique feature in the existing pay structure. It not only indirectly perpetuates, notionally though, the stage of promotion to the abolished cadre of Senior Assistant but also ensures at the same time that every Assistant, who satisfies the condition of crossing the efficiency bar, gets into the stage past the jump in the fifth year, in the running scale. The Commission has not come across any other pay scale of a cadre or post in which a stage involving similar jump in the pay scale has been provided for, though there have been other instances of grades integrated into running scales. The Commission has elsewhere expressed itself against the provision of jumps in the time scale. The Commission is therefore of the view that the revised scale evolved for the posts of Assistants should not carry a jump, as it would be inconsistent with the pay structure evolved by the Commission. Besides, the Commission considers that the length of the present scale is relatively short for posts which are filled largely by direct recruitment.

Considering the basic issue of evolving a pay scale for the posts of Assistants in this light the Commission feels that having regard to the recruitment qualification of a University degree prescribed for appointment to the post the starting pay should be consistent with the pay prescribed for posts carrying identical recruitment qualification. The Gujarat Sachivalaya and Allied Offices Staff Association has however proposed the pay scale of Rs. 350-20-550-25-700-50-750 for the posts of Assistants on main considerations that their promotion prospects are very meagre and the cost of living is so high that the expenditure of a middle class family comes to about Rs. 435 p.m. The Commission has uniformly recommended a starting pay of Rs. 200 p.m. for all direct recruits who are expected to possess the basic qualification of a University degree. No departure need be made in respect of the posts of Assistants. Consistent with the requirements of the job and the relativities *vis-a-vis* higher posts in the Secretariat hierarchy the Commission recommends for these posts the pay scale of Rs. 200-10-250-EB-15-400-EB-20-480.

The Commission is aware that this scale is definitely unattractive in comparison with the existing scale for the cadre of Assistants. It is therefore unlikely to become operative in respect of the existing incumbents of these posts. The Commission however feels that the benefit of merger of dearness allowance should be made available to them also and accordingly proposes a dearness allowance merged equivalent of the existing scale which could be made applicable only to the present holders of such posts. The scale recommended is Rs. 200-10-240-EB-290-15-350-EB-20-490.

The Secretary, Legal Department, has proposed a pay scale of Rs. 225-10-275-EB-20-400-EB-25-500 (exclusive of present dearness allowance) for the posts of Assistants in the Legal Department. The reasons given in support are flight of persons from this cadre and non-availability of qualified recruits. The Commission has also been informed that the Degree in Law can now be had only after graduation. The Commission is of the view that a different pay scale could not be justified on grounds of any substantial variation in the nature and quantum of responsibility *vis-a-vis* Assistants in other Departments. The difficulty of recruitment could be solved to some extent by providing a better starting salary. The Commission accordingly recommends that law graduates recruited to the Legal Department as Assistants may start at Rs. 230 in the scale recommended for Assistants if they are graduates in the first instance.

The Secretary has also proposed a different scale of pay for the posts of Superintendents in the Legal Department. The Commission is unable to accept the suggestion since the posts are filled on promotion and having recommended to give a higher start of Rs. 230 to the Assistants of the Legal Department in the recommended pay scale of Secretariat Assistants a differential treatment for the Superintendents of the Department cannot be justified.

(v) Clerks (91-170)

Prior to the formation of the State of Gujarat, the posts of Clerks (known as General Duty Clerks) in the Secretariat Departments carried the pay scale of Rs. 75-5-140-EB-8-220 (City). As from 1st May, 1960, the City scale was rationalised and clerks in Government office throughout the State were put on one common scale of Rs. 91-3-130-EB-4-170. The recruitment qualification for clerks is S.S.C. and candidates possessing that qualification are recruited through a competitive examination held by the Public Service Commission. The duties of the Clerks in the Secretariat are of a routine nature comprising of registering, filing, indexing and searching of papers. The Gujarat Sachivalaya and Allied Offices Staff Association has proposed a pay scale of Rs.150-500 with successive increments of Rs. 8, 10, 15, 20 and 25. The Commission is of the view that at the level of Clerks there is no variation in the nature of work done by them in the Secretariat and other offices and accordingly recommends the common pay scale suggested for Clerks.

SECTION 2—CHIEF MINISTER'S AND MINISTERS' ESTABLISHMENTS

On the establishment of the Chief Minister and of Ministers and Deputy Ministers are included many posts of common categories of staff. The only special posts are those of Personal Secretaries and Personal Assistants. No separate consideration in regard to the pay scales for these other categories of posts is therefore necessary.

The scales pay of posts peculiar to the Chief Minister's and Ministers' establishment are discussed below.

The post of Secretary to the Chief Minister is manned either by an I.A.S. officer or by a Secretariat Officer of the rank of Deputy Secretary. The Secretariat Service Officer when posted as Secretary to Chief Minister will draw the pay scale recommended for the posts of Deputy Secretaries.

The post of Personal Secretary to the Chief Minister carries the pay scale of Rs. 245-735 admissible at present to many class II posts or services. The pay scale of the post has been H—48 (Vol. II)—3

revised in September 1964 prior to which it carried the normal pay scale of the posts of Personal Secretaries to Ministers.

Having regard to the duties of the post and the responsibilities that devolve on the Personal Secretary to the Chief Minister the Commission considers that the revised scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 recommended for several posts at the class II level should apply to this post also.

The posts of Personal Secretaries to Ministers carry the pay scale of Rs. 195-420. One post of P.A. to Chief Minister and the posts of Personal Assistants to Ministers, Deputy Ministers and Parliamentary Secretaries to Chief Minister are on the pay scale of Rs. 185-365. Considering that the difference between the existing pay scale of posts of Personal Secretaries and Personal Assistants is not substantial and the nature of work not very different the Commission is of the view that two separate scales of pay for these posts are not necessary and that the posts of Personal Secretaries and Personal Assistants could be grouped and put on one common pay scale with a special pay to be attached to the posts of Personal Secretary to retain the existing difference in the level of responsibility between the two categories of posts. The Commission accordingly recommends the pay scale of Rs. 200-10-250-EB-15-400-EB-20-480 for both the categories of posts with a special pay of Rs. 50 p.m. for the posts of Personal Secretaries to Ministers. The post of Personal Assistant to the Chief Minister may also be borne on the same pay scale.

The special pays attached to the posts in the Chief Minister's and Ministers' establishment have been discussed separately in the section on "special pays".

SECTION 3—SPECIAL PAYS

The special pays admissible to various categories of posts in the Departments of Secretariat have been considered in separate sub-sections of this section. Special pays applicable on a common basis to posts in many Departments of the Secretariat have been discussed in the first sub-section.

I

Certain number of posts in the cadres of Deputy Secretaries and Under Secretaries are filled by drawing officers from other cadres of the State Civil or Judicial Services or the Gujarat Service of Engineers. Whenever officers from these executive or judicial cadres are drawn to be appointed as Deputy Secretaries or Under Secretaries they are entitled to draw their grade pay plus a special pay of Rs. 200 p.m. if appointed as Deputy Secretary and Rs. 150 p.m. if appointed as Under Secretary. It has been conceded by almost all the senior officers of Government that this special pay cannot be justified on the ground of greater arduousness of work in the Secretariat as compared to the work in the field and in fact some of them stated that the work in the field is more arduous than the work in the Secretariat. It is also conceded that at higher levels officers should be willing and expected to shoulder larger responsibilities without wanting to be separately compensated for it. Those who support the grant and continuance of special pay for appointments as Deputy Secretary and Under Secretary do so on one or the other of the following grounds :—

- (i) that such appointments involve an element of selection of suitable officers to man the posts;
- (ii) that these posts carry responsibilities of a different and higher order than the posts on the cadre from which the officer is drawn;
- (iii) that the posts to which they are appointed are not generally borne on the cadres to which they belong and can therefore be considered to be outside the sphere of their normal functions with reference to which the scales of their respective cadres have been determined;

(iv) and that the nature of work is totally different from that which they are normally expected to perform in the posts of their cadres requiring a reorientation of approach and methods of working.

The Commission is inclined to agree that the appointment of field officers to posts in the Secretariat Departments as Deputy Secretary or Under Secretary does involve a certain fundamental change in the modes of work and notions of responsibility. To what extent this entails additional responsibility or responsibility of a higher order is problematical. Whereas on the one hand accountability and responsibility for decision making in the one instance are direct and in the other remote and on the other the decisions of the field officer are of an executive or administrative nature with limited or at any rate well circumscribed repercussions, the responsibilities at a higher policy making level are of a different nature with all-pervasive consequences. The functions and responsibilities of any officer participating in the process of policy formulation are thus far distinguishable. Whether these differences justify special pay and of the order now given has been a matter of difference of opinion even amongst senior officers. The Commission does not, on the evidence before it, consider that grant of special pay can be wholly justified on these differences. Nevertheless, the fact remains that the posts of Deputy Secretary or Under Secretary carry distinct and generally higher pay scales than those of the executive cadres whose officers are appointed to these posts on a tenure basis. The distinction is obviously founded partly on historical grounds and partly on the difference in the level of decision making. While, therefore, the justification for a special pay as such cannot be said to exist, a strong case for allowing the officers of the outside cadres to draw the scales of pay of the posts of Deputy Secretary or Under Secretary at the secretariat to which they are appointed does emerge. This would be justified on the ground that so long as an officer of an executive cadre discharges the duties and responsibilities of the Secretariat posts he can expect to be remunerated at the same rate as another officer occupying a similar post. The Commission is however aware that under the existing scheme of drawing officers of outside cadres, this may not work to the advantage of different cadres to the same extent inasmuch as the scales of pay of the cadres are different. Moreover, the scheme would not confer equal advantages to all the members of the same cadre inasmuch as adoption of the Secretariat scale would be more beneficial or less beneficial to the officer from outside, depending upon the stage he has reached in his own time scale. In such cases unless a suitable alternative is provided the operation of the scheme may become cumbersome and the position may well arise that senior members of the services may not be willing to accept appointment in the Secretariat. So long as the distinction between the scales does exist there would be valid reason to provide for a "mark-up" factor on the time scales of the officers drawn from outside as an alternative to the arrangement of applying the scale of pay of the Secretariat post during the tenure of the appointment.

Thus the Commission considers that in place of the existing special pays for holding posts at the secretariat the scheme of permitting officers of the outside cadres to draw the scale of pay of the posts to which they are appointed during the tenure of such appointment should be introduced. As an alternative such officers may have the option to draw a special pay of Rs. 100 in the case of posting as Under Secretary and Rs. 150 in the case of posting as Deputy Secretary. This special pay is to be distinguished from the special pays recommended in all other cases under the principles enunciated in the Chapter on special pays. This is really the "mark-up" factor applicable to the special situation only technically termed special pay. Two consequences necessarily follow: —

(1) if the pay scale of the cadre from which an officer is drawn is the same as that of the post to which the officer is appointed in the Secretariat, the "mark-up" factor special pay cannot be available;

(2) the option to either come over to the pay scale of the Secretariat post or draw the mark-up factor special pay cannot be applicable to posts other than those of Under Secretary or Deputy Secretary or posts specifically declared to be of comparable status. Thus all posts located in the Secretariat Department cannot have the benefit except in so far as they may be equated to posts in the Secretariat. As a corollary, posts at lower levels

where the incumbents do not function in posts of Superintendents or Assistants or carry out identical tasks as these posts cannot be given the same benefit.

The Commission desires to make one exception to the operation of the scheme in the case of the officers of the cadre of District Judges. The incumbents of the cadre are eligible for appointment to the posts of Deputy Secretaries in the Legal Department. So are the officers of the lower cadres of Assistant Judges and Civil Judges Senior Division. In order to maintain the distinction inter se the Commission recommends that officers of the District Judges' cadre may continue to draw a special pay of Rs. 200 p.m. as at present. Moreover in the case of these officers the arguments in favour of grant of special pay to the officers of the Indian Administrative Service would also be applicable with the same force.

The Commission's recommendations can be paraphrased as below:—

(i) the officers drawn from outside the Secretariat cadre may be allowed the option of retaining their own scales of pay or getting the pay scale of the posts to which they are appointed;

(ii) if they retain their own pay scales, they may be made eligible for a special pay of Rs. 100 p.m. if appointed as Under Secretary or equivalent post and Rs. 150 p.m. if appointed as Deputy Secretary or equivalent post;

(iii) in case an officer drawn from outside is drawing pay in a pay scale equivalent to the post to which he is appointed, he should not be entitled to the special pay suggested in (ii) above.

To illustrate; a Deputy Collector when appointed as Under Secretary or to an equivalent post may have an option of retaining his pay scale and a special pay of Rs. 100 p.m. or to come over to the pay scale attached to the post during tenure of his appointment.

Similarly, an Executive Engineer when appointed as Deputy Secretary to Government in the Public Works Department will either retain his pay scale with a special pay of Rs. 150 or may opt to go over to the pay scale of the post of Deputy Secretary during the tenure of his appointment as Deputy Secretary. But if he is appointed as Under Secretary he will not be entitled to special pay as the pay scale admissible to the post of Executive Engineer is equivalent to the pay scale of Under Secretary. In this contingency, the question of opting for the pay scale for the post will not arise.

Analogously, officers from the Judiciary when appointed as Deputy Secretary or Under Secretary or to equivalent posts in the Legal Department will have the same facility with an exception in respect of officers from the cadre of District Judges.

Other categories of officers when brought to the Secretariat and appointed to posts corresponding to the posts which they hold in their Departments or would have held but for deputation to the Secretariat continue to do the same nature of work perform similar duties as expected of them in their own Departments. The duties and responsibilities shouldered by them in the Secretariat are not of a variant nature. Therefore, such officers need not get special pay as is proposed for other officers when appointed as Under Secretary or Deputy Secretary. The officers and staff falling in this category would be Aval Karkoons, Mamlatdars, Assistant Commissioner of Inspection, Deputy Director, Research Officers, Research and Statistical Assistants, Deputy Assistant Consulting Surveyor, Junior Assistant (Technical), Surveyor, etc. The Commission recommends that special pays attached to any of these categories of posts may be abolished.

OTHER SPECIAL PAYS

Cashiers or clerks handling cash are given special pay according to the amount of cash handled. Government servants handling cash are required to give security. The question of linking special pay with the amount of security has been discussed in the Chapter on special pays. Consistent with that principle, cashiers and others in Secretariat Departments handling cash may be given special pays in accordance with the general principle evolved.

Confidential clerks in different Secretariat Departments also get special pay of Rs. 15 p.m. The responsibility for handling and recording of the entire volume of confidential correspondence in a Department devolves on the confidential clerk. The Commission considers the retention of special pay justified and recommends its continuance at existing rates.

Head typists in the Departments of Secretariat get a special pay of Rs. 20 p.m. for supervising the work of other typists in addition to their normal work. Such a system is quite desirable in a Department in which a separate typing section has been organised in as much as the Head typist can efficiently co-ordinate, supervise and distribute the work-load among typists working in the Department. The Commission recommends continuance of the special pay at the existing rate.

A few Heads of Departments have proposed analogous consideration for the grant of special pay to one of the typists in their Departments. The Commission agrees in principle that grant of special pay to a typist in any Government Department would be quite in order if he is expected to perform the duties of a Head typist. The Commission recommends that a special pay of Rs. 20 p.m. may also be given to a typist designated as Head typist in a Government Department, if a separate typing section is in existence in the Department with a complement of full time typists numbering not less than eight.

II

GENERAL ADMINISTRATION DEPARTMENT

(i) The post of Deputy Secretary, Planning in the General Administration Department, has recently been converted into that of Planning Adviser and a special pay of Rs. 250 p.m. over and above the grade pay of the incumbent holding the post has been sanctioned *vide* Government Resolution No. 434-9232-4, 244-9233-6, dated the 15th February 1968. Some time ago while disposing off reference from Government in that behalf the Commission had informed the Government that cases for grant of special pay should be decided in the light of the general principles enunciated by the Commission in its report. However, since in the present case the special pay has already been sanctioned the Commission is required to review it as envisaged under the terms of reference.

The Commission has given the most careful consideration to the reason cited in the Government Resolution for the conversion of the post of Deputy Secretary, Planning and the grant of special pay. This conversion does not engender any substantial variation in the nature of duties and responsibilities performed or any specific addition there to which could justify a special pay. For all practical purposes the level of responsibility remains the same as that of a Deputy Secretary. The fact that the Government Resolution refers only to a conversion of the post and not any specific or implied upgradation of the post of Deputy Secretary, Planning confirms this view. Therefore, in conformity with the principles for grant of special pays discussed in an earlier Chapter the Commission is unable to recommend the continuance of the special pay and recommends that it may be abolished.

(ii) The post of Personal Secretary to Chief Minister in the scale of Rs. 245-735 carries a special pay of Rs. 100 p.m. The Commission has recommended a pay scale of Rs. 350-850 for the post having regard to the duties and responsibilities devolving on the Personal Secretary and considers that grant of special pay in addition would not be justified. The Commission recommends that special pay attached to the post may be abolished.

The Personal Assistant to Chief Minister also gets a special pay of Rs. 100 p.m. The Commission recommends its abolition on analogous consideration. This post may however carry the scale of pay recommended for P. As. to Ministers and a special pay of Rs. 50 as in the case of Personal Secretaries to Ministers.

The Commission has recommended a common pay scale of Rs. 200-480 for the post of Personal Secretaries to Ministers and Personal Assistants to Deputy Ministers and Parliamentary Secretaries with a special pay of Rs. 50 p.m. for the posts of Personal Secretaries. The incumbents of these posts draw at present the pay scales admissible to them from time to time in their own cadres and in addition get special pay at the rate of 20% of their pay subject to the maximum of Rs. 50 p.m. The Commission sees no justification for these special pays granted irrespective of the pay scale of the cadre to which the incumbent belongs and recommends their abolition. Instead the Commission recommends that officers drawn from other cadres may have the option to draw the pay scales recommended for these posts during the tenure of their appointments or retain their own pay scales without any special pay except in so far as special pays for the posts of Personal Secretaries have been recommended by the Commission. The other categories of staff in the Chief Minister's and Ministers' establishment also get special pay at the same rate. Considering the nature of work and the duties and responsibilities that they carry the Commission feels that there is no justification for continuing these special pays. These special pays may therefore be discontinued. A special pay for the Stenographer attached to the Chief Minister may however continue.

HOME DEPARTMENT

(iii) The staff working in the special Branch of the Home Department gets different rates of special pay. This special pay is an old institution dating back to the days of British rule. The Superintendents, Assistants, Clerks and Typists are in receipt of special pay of Rs. 50, Rs. 50, Rs. 15, and Rs. 15 p.m. respectively. The special pay has been justified on the ground that the staff has to work longer and irregular hours and has to deal with matters of urgency and secrecy. The work is rated to be responsible and often of a confidential nature. The Home Department has proposed enhancement of the existing special pays and also grant of fresh special pay to Deputy Secretary and Under Secretary in charge of the special Branch and to two Stenographers attached to Secretary and Deputy Secretary. The Secretary, Home Department, has supported the proposal in the course of his discussion with the Commission except in respect of Stenographers. The Commission has given a great deal of thought to this question. A great part of the work of Government at the Secretariat level is of a secret or confidential nature and acceptance of this as a ground for grant of special pay is not defensible. In addition, except in times of grave emergencies the pressure of work on the Branch is not likely to be consistently onerous so as to demand longer and irregular hours of work. In the circumstances the Commission is unable to countenance the retention of these special pays and recommends their abolition.

The proposal of the Home Department for grant of special pay to Deputy Secretary and Under Secretary does not require any consideration.

The Assistants in the Home Department, special Branch who handle ciphers and Codes are in receipt of special pay of Rs. 30/-. Though they would not be entitled to special pay as recommended earlier, the Commission is of the view that in consideration of the work they are required to attend to, some allowance may be given to those Assistants handling the Cipher/Codes. The Commission recommends an allowance of Rs. 25/- p.m. for such posts as distinct from special pay.

FINANCE DEPARTMENT

(iv) In the Finance Department the staff working in the seasonal budget section consisting of one Chief Superintendent, 4 Assistants, and 14 Auditors get special pay of Rs. 50, 30 and 20/- p.m. respectively. The Chief Superintendent is given special pay of Rs. 50/- p.m. for coordination of the work of the groups, the Assistants are given special pay of Rs. 30/- p.m. for shouldering

responsibilities of a Superintendent and the Auditors are given special pay because they have to work late hours and have to attend office on holidays and Sundays. The Chief Superintendent's function relating to coordination and supervision of the work of other groups do not entail any such arduousness or higher responsibility as to merit a special pay. Similarly, there is no justification for continuance of the special pay given to Auditors. As regards special pay to the Assistants, the Commission feels that to the extent that it is a permanent and recurring arrangement, grant of special pay in lieu of creation of higher posts could not be considered a satisfactory solution. The system under which lower category of staff are called upon to shoulder responsibilities of higher posts periodically at regular intervals suffers from inherent contradictions. If the responsibilities are of such an order as to necessitate creation of higher posts the proper solution would seem to be to create higher posts and ensure that they are manned by suitable personnel. In the circumstance the Commission is of the view that the special pays may be abolished. However, if Government should view the grant of special pays to Assistants as a valid substitute for the creation of higher posts justifiable entirely as a measure of economy the Commission shall have no objection to the continuance of the special pays.

GENERAL

(v) The Commission is aware that in some Departments certain categories of staff may have to remain at work till late hours and to attend office on holidays for disposal of work which cannot brook delay or remain unattended to. The Commission has not accepted in principle grant of special pay in such circumstances as the circumstances and duration of extra work would normally not be of such a nature as to warrant any permanent additional remuneration. But wherever such attendance, if it be periodical and/or of a recurring nature, becomes fairly frequent as the Commission has been informed in the case of special Branch of the Home Department, the budget Branch of the Finance Department and the Branches of the Civil Supplies Department, the Commission considers that an arrangement under which some additional remuneration can be provided for deserves to be put into effect. The Commission does not propose any overtime allowance keeping in view the variety of abuses to which the system would eventually lend itself. The Secretary, Civil Supplies Department, who proposed the grant of special pays to staff in his Department on the same grounds suggested that special pays could be given to members of staff who are consistently required to put in extra hours of work, at the discretion of the Secretary of the Department. The Commission considers that this suggestion may hold the key to the solution of the vexed problem of providing additional remuneration to staff required to do on an average more than a full day's work. Such an allowance or compensation would have to be made available only to the members of staff who are specifically required to work beyond the prescribed working hours or on holidays and be available only if the extra hours worked exceed a certain minimum. The Commission does not recommend any special pay on this ground and has therefore not spelt out any details of such a scheme. Government may devise a suitable scheme in this behalf and make it operative at the discretion of the Secretaries to Government in various Departments. The Commission recommends the scheme to be operative only in the Department of the Secretariat mainly because the urgency of disposal of work may be and generally is the greatest at the Secretariat level and effective control over the operation of the scheme would be possible only under a compact organisation.

SCHEDULE
SECRETARIAT DEPARTMENTS
Posts common to all departments

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
			Rs.		
1	Deputy Secretary	..	900-40-1100-50-1200	1100-50-1200-60-1500	
2	Under Secretary	..	620-35-830-EB-40-1070	700-40-860-EB-50-1110-55-1275	
3	Superintendent	..	365-20-445-EB-20-625-25-650	425-25-550-EB-30-670-EB-35-775	
4	Assistant	..	145-10-185-EB-225-15-300-20-340-- EB-20-400	200-10-250-EB-15-400-EB-20-480	
5	Stenographer Gr. I	..	225-10-275-15-395-EB-15-470	325-15-400-EB-20-500-EB-25-575	
6	Stenographer Gr. II	..	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
7	Clerk-typist (including steno-typists)	..	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
8	Naik	..	70-1-75	90-2-110	To be given a special pay of Rs. 5/-p.m.
9	Peons and Hamals	..	65-1/2-70	90-2-110	

SECRETARIAT DEPARTMENTS

Posts peculiar to departments

AGRICULTURE AND COOPERATION DEPARTMENT

Sr. No.	Designation of the Post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
			Rs.	Rs.	
1	Deputy Director (Agriculture) ..	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1100-EB-50-1250	
2	Deputy Director Economics/ Statistics ..	2	(370-395)-420-30-570-35-710-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
3	Secretary Khar Land Develop- ment Board. ..	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1100-EB-50-1250	
4	Deputy Director Animal Husbandry ..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
5	Land Development Officer ..	1	(245-260)-280-15-385-20-485-EB-20-585- EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
6	Superintendent-cum-Accountant.. (Kharland Board)	1	245-10-345	325-15-400-EB-20-500-25-525	
7	Aval Karkun ..	1	145-8-185 (+ Special pay of Rs. 30/-p.m.)	200-10-250-EB-12-310-15-340	Special pay to be discontinued.

FINANCE DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
			Rs.	Rs.	
1	Officer on special duty	..	1 (370-395)-420-30-570-35-710-40-950 +Special pay of Rs. 150/-p. m.	500-30-650-EB-35-825-EB-45-1050-50-1100	Please see Section 3 on Special pays at page 10.
2	Research Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
3	Research Assistant	..	2 180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	
4	Clerk-in-charge of Cash Section	..	1 145-8-185-10-215 +Special pay of Rs. 30/-p. m.	200-10-250-EB-12-310-15-340	
5	Senior Clerk	..	1 145-8-185-10-215	200-10-250-EB-12-310-15-340	
6	Cashier	..	1 145-8-185-10-215 +Special pay of Rs. 25/- p.m.	200-10-250-EB-12-310-15-340	
7	Packer-cum-Binder	..	1 70-2-80	100-2-110	

GENERAL ADMINISTRATION DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Planning Adviser to Government	1	900-40-1100-50-1200 OR Pay scale admissible to the officer holding the post + Special pay of Rs. 250/- p.m.	Rs. 1100-50-1200-60-1500	Special pay to be discontinued.
2	Secretary to Chief Minister ..	1	900-40-1100-50-1200	1100-50-1200-60-1500	
3	Deputy Director ..	1	(370-395)-420-30-570-35-710-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
4	Research Officer ..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
5	Personal Secretary to Chief Minister	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735 + Special pay of Rs. 100/- p.m.	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
<i>Non-Gazetted</i>					
6	Reporter ..	2	280-15-310-20-430-EB-20-530	350-20-450-EB-25-650	
7	Personal Secretary to Ministers	8	195-10-255-15-330-EB-15-420 + Special pay at 20 % of pay subject to a maximum of Rs. 50/- p.m. to those who are on deputation and draw their own pay scales.	200-10-250-EB-15-400-EB-20-480	To be given special of Rs. 50/-p.m.
8	Personal Assistant to Chief Minister, Ministers, Deputy Ministers and Parliamentary Secretary to Chief Minister	17	185-10-245-EB-20-365 + Special pay at 20 % of pay subject to a maximum of Rs. 50/- p.m. to those who are on deputation and draw their own pay scales + Special pay of Rs. 100/- to a Personal Assistant to Chief Minister.	200-10-250-EB-15-400-EB-20-480	To be given special pay of Rs.50/-p.m. to P. A. to Chief Minister only; Special pay to all other P. As. to be discontinued.

1	2	3	4	5	6
			Rs.	Rs.	Rs.
9	Research Assistant	..	2 180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	
10	Statistical Assistant	..	2 (i) 145-8-185-10-225-EB-10-255-15-270 (ii) 145-8-185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
11	Aval Karkun	..	5 145-8-185-10-215 + Special pay of Rs. 20/- p.m.	200-10-250-EB-12-310-15-340	Special pay to be discontinued.
12	Senior Clerk	..	8 145-8-185-10-215	200-10-250-EB-12-310	
13	Chopdar	..	2 95-1-100	110-3-140	
14	Packer-Binder	..	1 70-2-80	100-2-110	
15	Mukadam	..	1 65-1/2-70	90-2-110	To be given a special pay of Rs. 5 p.m.
16	Messenger	..	7 65-1/2-70	90-2-110	
17	Police Ramoshi (Palace Department, Junagadh)	..	4 25/- fixed	100 (Consolidated) (if full time post)	

INDUSTRIES, MINES AND POWER DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Non-Gazetted</i>					
1	Senior Clerk	..	2 145-8-185-10-215 (One Senior Clerk gets special pay of Rs. 30/- for working as cash section in charge and 2nd Senior clerk gets special pay of Rs. 25/- for working as cashier.)	Rs. 200-10-250-EB-12-310-15-340	

LEGAL DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Joint Secretary	..	2 Grade pay of Deputy Secretary; +Special pay of Rs. 300/-p.m.	1100-50-1200-60-1500	Special pay to be continued.
2	Solicitor and Ex-Officio Deputy Secretary	..	1 Grade pay of Assistant Judge OR Civil Judge (Senior Division) +Special pay of Rs. 200/-p.m.	Grade pay of Assistant Judge OR Civil Judge (Senior Division)	Please see Section 3 on Special Pays at page 10.
3	Additional Solicitor	..	1 Grade pay of the Officer in the rank of the Assistant Judge OR Civil Judge (Senior Division) as the case may be +Special pay of Rs. 200/-p.m.	Grade pay of the Officer in the rank of the Assistant Judge OR Civil Judge (Senior Division) as the case may be.	Please see Section 3 on Special Pays at page 10.
4	Special Officer and Ex-Officio Deputy Secretary	1	Grade pay of Civil Judge (Senior Division) +Special pay of Rs. 150/-p.m.	Grade Pay of Civil Judge (Senior Division/ Junior Division)	Please see Section 3 on Special Pays at page 10.
5	Assistant Solicitor	..	1 620-35-830-EB-40-1070 OR Grade pay of Civil Judge (Junior Division) +Special pay of Rs. 150/-p.m.	700-40-860-EB-50-1110-55-1275 OR Grade Pay of Civil Judge (Junior Division)	Please see Section 3 on Special Pays at page 10.
<i>Non-Gazetted</i>					
6	Librarian	..	1 145-10-185-EB-225-15-300-20-340-EB-20-400	General Scale for Librarian.	

PANCHAYATS AND HEALTH DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Non-Gazetted</i>				
			Rs.	Rs.	
1	Packer-cum-Binder	1	70-2-80	100-2-110	

PUBLIC WORKS DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Research Officer	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
2	Accountant	..	1 185-10-285	250-12-310-EB-15-370	
3	Research Assistant	..	1 180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	
4	Librarian	..	1 145-10-225-EB-10-255-15-270	General Scale for Librarian.	
5	Statistical Assistant	..	6 145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
6	Telephone Operators	..	4 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
7	Telephone Attendant	..	1 65-1/2-70	90-2-110	

REVENUE DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Deputy Assistant Consulting Surveyor	1	470-20-510-25-585-EB-25-835 (+ Special pay of Rs. 120/-p.m.)	500-30-650-EB-35-825-EB-45-1050-50-1100	Special pay to be discontinued.
2	Special Mamlatdar	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735 (+ Special pay of Rs. 75/-p.m.)	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
3	Research Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
4	Accountant	1	315-15-390	325-15-400-EB-20-500-25-525	
5	Junior Assistant (Technical)	1	250-10-300-15-465 (+ Special pay of Rs. 40/-p.m.)	350-20-450-EB-25-600	Special pay to be discontinued.
6	Deputy Accountant	1	205-10-245-12-305	250-12-310-EB-15-370	
7	Statistical Assistant	1	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
8	Senior Clerk	2	145-8-185	200-10-250-EB-12-310	
9	Surveyor	1	125-5-145-8-185-EB-10-225-15-340 (+ Special pay of Rs. 30/-p.m.)	250-12-310-EB-15-400-EB-20-460	Special pay to be discontinued.

CHAPTER III

SCALES OF PAY OF CERTAIN CATEGORIES OF STAFF COMMON TO SEVERAL DEPARTMENTS

The pattern of organisation of all offices, technical as well as non-technical, at the lower level is essentially the same. There are generally in each office a certain number of last grade servants (Class IV) and above them ministerial staff, including supervisory staff variously designated as Junior or Senior Superintendents, Head Clerks, etc. In this Chapter the Commission has considered the scales of pay of such categories of staff as are generally common to Departments.

SECTION 1 — CLASS IV SERVANTS

There are more than twenty scales of pay amongst this class of Government servants beginning at Rs. 57/-, 60/-, 65/-, 70/- and ending at different levels from Rs. 65/- to Rs. 85/- with varying rates of increment ranging from one rupee every three years to two rupees every two years. The Gujarat Rajya Sarkari Chotha Varga Karmachari Mahamandal, which represents this body of Government servants, has asked for the scales of pay for different categories of class IV servants as indicated below:—

Daftarband.	Existing pay scale plus merger of full Dearness Allowance.
Havildar.	Rs. 100-115
Naik.	Rs. 85-100
Peon.	Rs. 75-90.

(i) Peons and Attendants

Inclusive of the dearness allowance, present emoluments, of this last grade Government servants, known as peons, range broadly from Rs. 124/- at the minimum to Rs. 129/- at the maximum. The Commission has separately indicated that with reference to such factors as the rise in the cost of living in recent years and the need for assuring a minimum wage to labour, the minimum remuneration of class IV servant should be fixed at Rs. 130/- p.m. split into a basic pay of Rs. 90 and dearness allowance of Rs. 40/-. There is hardly any scope for improvement in efficiency or skills with length of service in respect of class IV servants. A long time scale is therefore not necessary. Having regard, however, to the need for maintaining contentment among this class of employees and after considering the demands of the Mahamandal set out above, the Commission considers that a ten-year scale will be fair and adequate. The rate of increment on the present scale per peon is generally 50 Ps. per annum which the Commission considers to be wholly inadequate. The Commission has indicated elsewhere that the lowest rate of increment in any time scale should be Rs. 2/-. The Commission accordingly recommends a revised scale of Rs. 90-2-110 for peons. The Commission has proposed the same scale of pay for other categories of employees in several Departments to whom the concept of minimum wage would apply unless a specific recommendation has been made to the contrary.

The total number of peons exceeds 18000 and the cost of the revision of the scale is estimated at Rs. 32.40 lakhs i.e. Rs. 15/- p.m. per employee. In addition, the pensionary benefits of the category of employees will also increase on account of the merger of dearness allowance. It does therefore seem necessary that a thorough re-examination of the scale of requirement of peons for various offices should be made with a view to effect the maximum reduction in the strength of peons consistent with the requirements of efficiency.

A large number of posts of Attendants on a consolidated pay of Rs. 80/- is in existence in several Departments. The duties and responsibilities of these posts are not significantly different from those of peons. Government have already decided in principle to abolish the cadre of Attendants and to absorb them in the cadre of peons as and when vacancies arise. The total number

of posts of Attendants exceeds 4000 and it is therefore likely that the process of absorption might take long to complete. In the meantime however there is need for improving their emoluments consistent with the level of minimum wages for the lowest categories of employees. The Commission is however keenly aware that any immediate enhancement of their remuneration to correspond to the minimum wage recommended by it, would entail a heavy cost. The Commission therefore recommends that the Attendants should be put on a consolidated pay of Rs. 100/- to be revised by stages and brought on par with the scale of peons within the next five years.

(ii) Naiks, Havildars, Jamadars and Daftaris

The next higher posts in the class IV hierarchy are the posts of Naiks. These posts are filled on promotion of peons and the average time taken for promotion is between eight and ten years. In a large number of offices of the State, however, the posts of Naiks are not in existence. The Commission is therefore of the view that a separate scale for Naiks need not be evolved in the interests of rationalisation of pay scales. Instead the posts may carry a special pay of Rs. 5/- p.m. over and above the scale of peons. At the next higher level are the posts of Havildars and Jamadars. The Commission feels that both these posts may be included in one scale and recommends the scale of Rs. 100-3-130. The posts of Daftaris belong to a special category. The Daftaris are expected to assist in the maintenance and management of records. In view of this the Commission recommends the same scale for Daftaris also except for the post of Daftary in the Baroda Record Office for which the Commission recommends the pay scale of Rs. 125-3-140-EB-4-160 in view of the special nature of duties of the post. The Chobdar's post is the highest in the ranks of class IV posts and these posts may therefore carry a scale of Rs. 110-3-140.

(iii) Drivers of Automobiles

Drivers are another fairly large category of employees found in almost all Departments. Many of these posts carry the pay scale of Rs. 100-130. Some of the other scales in vogue for Drivers are (i) Rs. 95-125, (ii) Rs. 95/-, (iii) Rs. 105-125, (iv) Rs. 105-145 and (v) Rs. 105-120. There is no justification for the present multiplicity of scales of pay for Drivers and it will be appropriate to have only one common scale of pay for them. The Association of Drivers and Technical Staff has also asked for a longer single scale of Rs. 150-5-175-6-205-EB-7-240 for all Drivers. The Commission has considered the demand of the Association and it is of the view that a very long scale for Drivers does not seem necessary. The Commission recommends a revised pay scale of Rs. 125-4-145-EB-5-165-7-200 for Drivers. This should be the normal scale for Drivers. In respect of Drivers in some Departments the Commission has suggested a higher scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 keeping in view the arduousness of their duties. There may be Drivers of motor vehicles in other Departments whose duties may be specially arduous. The Commission recommends that the higher scale may be sanctioned in such cases also if the Departments concerned make out a special case in this behalf.

The Director of Health and Medical Services has proposed a selection grade for Drivers in his Department. He stated that Drivers in his Department have to remain out for 20 days in a month and it is also necessary to encourage good Drivers who take care of the vehicles. A selection grade cannot be founded on these considerations. The proposal of the Director is therefore not practicable.

Apart from the Drivers of motor vehicles there are engine Drivers, road-roller Drivers crane-Driver, and launch Drivers. The pay scales recommended for these categories are shown in the relevant Departmental schedules.

SECTION 2—MINISTERIAL STAFF

(i) Junior Clerks

It is now appropriate to consider the scale of pay of some of the important categories of ministerial staff. Of these, the Junior clerks are at the lowest level and are the most numerous. The minimum educational qualification expected of this class is a pass in the S. S. C. Examination. They are recruited through the Public Service Commission for the posts of clerks in the

Secretariat and the offices of Heads of Departments located in Ahmedabad. For other offices in the State, the recruitment is centralised and done through a single agency. Representatives of some class III Associations from the Revenue, Public Works, Forest and Judicial Departments who tendered evidence before the Commission have asked for a time scale with the start ranging from Rs. 130 to Rs. 200 and the maximum ranging from Rs. 295 to 740 for the posts of clerks. The main grounds set out in support of the revision are (i) continuous increase in cost of living, (ii) non-revision of pay scales since 1949 and (iii) increase in duties and responsibilities on the domestic front.

The Commission has discussed the determination of the minimum salary for junior clerks in the Chapter on Minimum Remuneration. As indicated therein taking into consideration the qualification, the nature of duties and responsibilities required to be performed by them and the availability of candidates in the open market the Commission considers that it will be fair and adequate to pay them a total remuneration of Rs. 170 at the start split up into a basic pay of Rs. 130 and dearness allowance of Rs. 40. Under the existing time scale, it takes 23 years for the Junior clerk to reach the maximum. The rate of increments on the existing time scale are very low. The Commission believes that the length of the time scale could be curtailed to sixteen years since promotion to higher posts is generally available within that period, unless they are otherwise unfit for such promotion. The rates of increment on the scale also call for improvement. The Commission accordingly proposes a revised scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240; the minimum of Rs. 130 on the revised scale corresponding to Rs. 100 in the existing scale. It has been noticed in some Departments that the recruitment qualification prescribed for certain categories of posts is S.S.C. but they carry lower pay scales than admissible to clerks. The Commission has recommended the same scale as for clerks in many such cases where the duties of these posts are not markedly different from those of clerks. In other cases however lower scales have been recommended in view of the desultory nature of duties attached to such posts.

Some of the Heads of Departments who appeared before the Commission expressed themselves against recruitment of Junior clerks on the ground that recruits at that level are hardly upto the mark and their capabilities and performance leave much to be desired. Instead, they suggested that recruitment at the next higher level of Senior clerks may be augmented in the interests of speed and efficiency. Recommending any such modification in the structure and organisation of Departments is beyond the scope of the Commission's terms of reference and as such the Commission does not wish to express any opinion in the matter.

A few of the Associations of non-gazetted staff from the Departments of Agriculture, Revenue, Judiciary and Land Records have asked for a higher pay scale for the posts of clerks on the ground that promotions in their Departments are extremely slow compared to those in other Departments. The Commission has examined this point in the light of factual data on promotions obtained from several Departments. The average time taken for the promotion of clerks to the next higher level in various departments is as below :—

1. Revenue Department

(a)	Collectorate, Bhavnagar	15-18 years.
(b)	Collectorate, Banaskantha	9-12 years.
(c)	Collectorate, Jamnagar	10 years.
(d)	Collectorate, Bulsar	7-8 years.
(e)	Collectorate, Kutch	10-12 years.
(f)	Collectorate, Rajkot	11-13 years.
(g)	Collectorate Ahmedabad	8 years.
(h)	Collectorate, Kaira	8 years.
(i)	Collectorate, Mehsana	14-15 years.

2. Judicial Department

(a) Baroda.	15-18 years.
(b) Bhavnagar.	15 years.
(c) Ahmedabad.	15-17 years.
(d) Kutch.	10-15 years.
3. Registrar of Co-operative Societies.	5-7 years.
4. Commissioner of Industries.	5 years.
5. Commissioner of Sales Tax.	7 years.
6. Director of Agriculture.	6 years.
7. Chief Conservator of Forests.	12 years.
8. Director of Technical Education.	4-5 years.
9. Charity Commissioner.	6 years.
10. Land Records.	12 years.

An analysis of the data bears out the contention by and large but the Commission does not favour the idea of evolving different pay scales for categories of staff common to several Departments only on grounds of disparity in opportunities of promotion. So long as the nature of duties and responsibilities does not differ, difference in pay scales on this ground would not be justified.

The grievance in regard to the wide disparity in the opportunities of promotion is nevertheless genuine and if correctives to this anomaly are not found grievous repercussions on the moral of the lower grade Government servants cannot be ruled out. The solution to the problem would seem to lie in evolving a scheme under which a certain proportion of clerks could be assured of advancement to a higher grade within a reasonable span of time irrespective of the number of promotion posts actually available.

Accordingly in all offices in which the number of posts of Junior clerks is six or more, 50% of the total number of these posts may be put on a senior grade, after deducting the number of promotion posts at the next higher level by whatever name they may be designated at present, carrying the scale of Rs. 175-8-215-EB-10-275. This grade may be treated as intermediate promotion for Junior clerks and the next one as an inter-grade promotion. In Departments in which there are no posts of senior clerks such as, Revenue and Sales Tax, also this intermediate grade could carry the same scale and the next promotion could be to the normal next level post. The Commission is aware that the operation of the scheme would entail substantial financial commitments but considers it well worth-while in the interests of justice and equity. As the first Pay Commission put it "It may not on the whole be bad economy slightly to increase the posts open to promotion beyond the number dictated merely by work to be done, so as to give the lower grades a continuous feeling of opportunity". The operational feasibility of the scheme would have to be carefully examined and the details worked out by the Government in consultation with the Heads of different Departments. The Commission has merely outlined a scheme which it considers might provide necessary relief in the context of stagnation at the lowest clerical level.

(ii) Typists and Steno-Typists

Next to clerks, typists are another large category of employees common to all Departments. Their existing pay scale is at par with that of clerks. The recruitment qualification for typists is S. S. C. and a speed of 30 words per minute in typewriting for the posts of English Typists and 25 words per minute for the posts of Gujarati Typists. Non-S. S. C. candidates qualifying in speed test in Gujarati typewriting are also eligible for appointment to the posts of Gujarati typists. In their representations to the Commission several typists have sought an improvement of their scale of pay over that of junior clerks on the ground that their duties are more monotonous and physically more exacting. The posts of typists are borne on the clerical cadres of various Departments and they are also eligible for promotion to posts open for such promotion to clerks subject to passing the Departmental examination prescribed. The practice followed by the Government of India and many other State Governments is to put the junior clerks and typists on par in regard to their scales of pay. There seems to be therefore adequate justification for continuing the existing practice and the Commission accordingly recommends that typists may be given the pay scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 recommended for clerks. English typists are expected to type 7000 words per day and Gujarati typists are expected to type 5000 words per day. Under existing orders typists are eligible for additional remuneration at the rate of Rs. 15 p.m. for typing 7350 words per day in English and 6300 words per day in Gujarati. In addition Gujarati typists who type a minimum of 5250 words per day are also eligible for a special pay of Rs. 7.50 p.m. The Commission recommends the retention of these special pays at existing rates since they operate as an incentive. The Commission feels that incentives should be available also to typists who improve their speeds while in service. For this purpose the Commission recommends that typists who acquire speeds of 60 words per minute in English or 40 words per minute in Gujarati and obtain the requisite certificate in this behalf from the Government Institutions that award such certificates, may be given two advance increments.

Steno-typists, who are on par with typists in respect of pay scale, may also be given the same scale of pay of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 recommended for typists. The steno-typists are eligible for a shorthand allowance of Rs. 15, Rs. 30 and Rs. 40 p.m. if they possess a shorthand speed of 60, 100 and 120 words per minute respectively. In view of the fact that the number of steno-typists is not large and they are generally required to do typing work, the Commission does not recommend separate pay scales for this category. However, with due regard to the shorthand speeds expected of them the Commission considers revision of the rates of shorthand allowance justified. These rates may be revised to Rs. 20, Rs. 40 and Rs. 50 for shorthand speeds of 60, 100, and 120 words per minute, respectively.

(iii) Senior Clerks

In the hierarchy of ministerial staff next to clerks comes the category of Senior clerks which is also common to all Government Departments. The posts of Senior Clerks are filled by promotion of clerks and by direct recruitment of graduates in the ratio of 75:25. Their duties are of a higher order than those of clerks inasmuch as the senior clerks are expected to attend to more important and complicated nature of cases. Considering the nature of duties and responsibilities of the posts which are largely filled by promotion and also having regard to the provision for recruitment of graduates to these posts the Commission recommends the pay scale of Rs. 200-10-250-EB-12-310 for senior clerks.

(iv) Stenographers

There are at present two grades of Stenographers, namely, Grade I and Grade II. Their pay scales are respectively Rs. 225-10-275-15-395-EB-15-470 and Rs. 180-10-280-15-340. The two grades of Stenographers carry different recruitment qualification in respect of speed in stenography. The pay scales for the posts of Stenographers have been revised upward with effect from

1st February 1962 on account of shortage of good Stenographers. The non-gazetted Employees' Association of the Forest Department and some individual Stenographers have proposed that there should be only one scale for Stenographers as the promotion prospects for Stenographer Grade II are nil and hence there is no incentive left for them to work. The Commission is unable to favour the adoption of a running scale for both the grades as the recruitment qualification in respect of speed, which is the sole distinguishing criterion in determining their pay scales, is different. The shortage of good Stenographers continues to be felt though the position has improved to some extent since the scales were last revised. A good stenographer is an asset to the Department and it is necessary to make their scales of pay sufficiently attractive in order to obtain and retain their services uninterrupted. The posts carry virtually no prospects of promotion. The Commission however does not favour very long scales for the posts since the optimum level of performance in the stenographer's career is likely to be reached in the course of about 10 years of service and it would therefore be pointless to extend the scales much longer with small doses of increments. The Commission also considers that the starting salary should be fairly high so as to secure talented stenographers. With these considerations in view the Commission recommends the following scales for Stenographers:—

Grade I Rs. 325-15-400-EB-20-500-EB-25-575.

Grade II Rs. 250-12-310-EB-15-400-EB-20-460.

In certain Departments however the posts of Stenographers carry a scale lower than that of the existing scale of Stenographers Grade II. The scale for police shorthand reporters in the police Department is an instance in point. In all such cases the revised scales of pay recommended for second grade stenographers may be made applicable if incumbents of these posts possess the qualifications in regard to speed which the former are required to have. If the required speed criterion is not fulfilled the scale of Rs. 200-10-250-EB-12-310-EB-15-400 may be sanctioned for them.

(v) Supervisory Posts

Higher up in the hierarchy of ministerial staff are located the supervising posts of Superintendents, Junior Superintendents, Assistant Superintendents, Head Clerks, Circle Head Clerks, Heads of Branches, Divisional Head Clerks, First Clerks. The responsibilities of these posts consist of supervision and control over lower staff and assisting the officer class in the organisation of offices. They bear different designations and carry different pay scales in different Departments and are placed at levels appropriate to the organisational set up of the office and the established channel of authority. Broadly two specific supervisory levels are identifiable among the ministerial ranks. In comparatively smaller offices the first supervisory level of post is that of Head Clerk which is available on promotion to a senior clerk or Accountant, as the case may be. In larger organisations the next higher post of a Superintendent is also in existence which is available for promotion to a Head Clerk. By and large, the supervisory levels, at each of these levels carry comparable duties and responsibilities and all the posts at the same level could be grouped together in the interests of rationalisation and put on uniform scales. In some organisations, the post of Head Clerk is the highest non-gazetted post available on promotion to lower staff while in others the highest post available is that of a Superintendent.

The normal promotion channel operates from below, from the post of Junior clerk to the highest level of the post of Superintendent, the stages in between being those of Senior Clerk, Accountant and Head Clerk in that order. It has been noticed that in some Departments or offices the post of Head clerk is at the level of senior clerk, but it is filled in many Departments by promotion of Senior Accountants clerk or Senior clerks. The Commission, has, therefore, taken these factors into consideration while recommending suitable pay scales for such posts and has recommended the elimination of superfluous levels of promotion wherever the Commission considers it justified.

The pay scales asked for by several Associations of ministerial staff and individual employees for the supervisory posts are summarised in the table below:

Pay scales demanded by Associations and individual employees for the posts of Office Superintendents and Head Clerks.

Name of the Association/Individual.	Pay scale demanded for the post of Superintendent.	Pay scale demanded for the post of Head Clerk.
	Rs.	Rs.
Forest Staff Association.	450-20-590-25-740.	350-15-470-20-510.
Ports Organisation Ministerial Staff Association.	400-25-500-30-800-40-1040.	600-30-810.
Public Works Department Clerical Employees' Association.	450-25-800	300-15-450-20-550-25-650
Agriculture Ministerial Staff Association	530-830.	305-740.
Prohibition & Excise Department representative.	400-25-500-30-800-40-1040	300-20-400-25-600-30-810
Social Welfare Department representative.	365-650	195-10-245
Labour Office Staff Association.	400-25-500-30-800-40-1040.	300-20-400-25-600-30-810.
Printing & Stationery Staff.	400-25-500-30-800-40-1040.	300-20-400-25-600-30-810

The two main grounds urged in favour of the demands are firstly that the opportunities for further promotion available to the employees of supervisory ministerial posts are very scarce and secondly that their present pay scales compare very unfavourably with those of the posts of the Sachivalaya cadres. The validity of the latter contention has been discussed in detail in the Chapter on pay scales in the Secretariat. As regards the former while it is true that opportunities of promotion to gazetted posts are by and large not available in most departments and particularly so in the technical departments, this cannot be the sole or the foremost consideration. Taking into account the relative position of such posts in the hierarchy of ministerial posts and the scales of pay recommended for the categories of posts from which promotions are available to these levels and considering the nature and quantum of responsibility that these levels typify the Commission recommends the following two scales to correspond the level of head clerks and Superintendents respectively:

I. Rs. 250-12-310-EB-15-370.

II. Rs. 325-15-400-EB-20-500-25-525.

Posts in different Departments of comparable responsibilities have been fitted in either scale irrespective of the present designations of such posts.

In the office of the Director of Education and in the Forest Department the posts of Junior Superintendents and Superintendents, respectively, are gazetted. The post of junior Superintendent

in the Education Department carries the pay scale of Rs. 250-370 and is filled by promotion of a Head clerk in the scale of Rs. 195-10-245. The Commission is of the view that the level of responsibility of Junior Superintendents in the Education Department can hardly be distinguished from that of Superintendents in any other Department and differentiation in the matter of pay scale on the ground of gazetted status would not be justified. The Commission accordingly recommends the same pay scale of Rs. 325-15-400-EB-20-500-25-525 suggested for the posts of Superintendents in other Departments. In the Forest Department the Superintendents are required to function as Treasury Officers. The duties and responsibilities of these posts can therefore be considered to be of a higher order. Two separate pay scales of Rs. 280-455 and Rs. 350-510 are in existence for the posts. The Forest Department Staff Association as also the Chief Conservator have advocated an integration of the scales. The Commission accordingly recommends the scale of Rs. 350-20-450-EB-25-600.

SECTION 3—ACCOUNTS AND AUDIT STAFF

Accounts and Audit staff exists in every Department of Government, big or small. This staff is distributed over four levels broadly comparable to the levels in the ministerial category and the hierarchy of the Directorate of Accounts and Treasuries. The various posts are filled by direct selection or by promotion or by deputation of persons from the Directorate of Accounts and Treasuries. Direct recruits are required to possess University degree, preferably in Commerce, and/or experience, promotees are required to pass the subordinate Accounts Service Examination, and clerks have to clear a Departmental Examination before they could be considered eligible for promotion to the next higher post. The Audit staff is generally at par with Accounts staff at all levels. Keeping in view the duties and responsibilities that devolve on the different posts, the Commission has suggested four pay scales appropriate to the four levels, in place of the existing multiplicity of pay scales. The basis adopted is parity with the pay scales recommended for corresponding staff in the Directorate of Accounts and Treasuries, since the nature of work and responsibility could be considered to be generally comparable. The existing channel of promotion in various Departments has been adhered to in suggesting the revised pay scales except for elimination of superfluous middle stages of promotion in some departments by merging these with the immediate higher or lower levels as is proper having regard to functions, responsibilities and modes of recruitment. In some departments these posts also carry special pays in lieu of higher pay scales. The Commission has taken note of this aspect also while suggesting suitable pay scales for such posts. The scales of pay recommended are as follows:—

Level I Rs. 325-15-400-EB-20-500-25-525.

Level II Rs. 250-12-310-EB-15-370.

Level III Rs. 200-10-250-EB-12-310-15-340.

Level IV Rs. 130-5-155-EB-7-190-EB-8-230-10-240.

Appropriate scales have been indicated in the respective Departmental schedules against Accounts and Audit staff.

SECTION 4—STOREKEEPING STAFFS

Storekeeping staffs are distributed among several Departments of Government and at different levels. The duties attached to the posts of Storekeepers require them to look after storage, preservation, distribution and accounting of stores of various kinds. There is no uniformity in pay scales and the method of recruitment for these posts. The table below depicts particulars of Storekeeping staffs of various departments:—

Name of the post and Department	Existing scale and mode of recruitment	Recruitment qualification
	Rs.	
1. Store Officer (Employees State Insurance)	270-460 (A)	B. Pharm.
2. Superintendent of Stores (Public Works Department)	295-385 (C)	Degree or Diploma.
3. Store Officer (Information)	270-410 (C)	University Degree and Certificate in radio servicing and 3 years, experience.
4. Store Superintendent (Animal Husbandry)	260-370 (B)	S. S. C.
5. Storekeeper (Drugs)	210-405 (A)	Pre-University Science or Degree in Pharmacy.
6. Storekeeper (Employees State Insurance)	230-460 (A)	Ayurvedic qualifications.
7. Store Officer (Health & Medical Services)	225-300	....
8. Storekeeper (Printing and Stationery)	195-320 (B) 145-185 (B)	S. S. C. (Graduate preferred).
9. Storekeeper (Registrar of Co-operative Societies)	195-225 (C)	Graduate.
10. Senior Storekeeper (Information)	145-270 (C)	Degree and experience.
11. Storekeeper (Technical Education)	(i) 115-190(A) (ii) 115-195(A) (iii) 105-190(A) (iv) 105-215(A)	S. S. C. and experience.
12. Storekeeper; (Animal Husbandry)	145-185 (B)	S. S. C.
13. Storekeeper. (Public Health Circle)	145-195 (C)	S. S. C.
14. Storekeeper/Assistant Storekeeper (Health and Medical Services)	145-185 (B)	S. S. C.
15. Storekeeper (Public Works Department)	145-195 (C)	S. S. C.
16. Storekeeper (Ports)	145-195 (B)	S. S. C.
17. Junior Storekeeper (Information)	120-180 (C) 91-150 (C)	Degree and experience.

Name of the post and Department	Existing scale and mode of recruitment	Recruitment Qualification
1	2	3
Rs.		
18. Site Supervisor-cum-Storekeeper (Archaeology)	70-140 (A) (old)	S. S. C.
19. Type Storekeeper (Printing and Stationery)	145-185 (C)	S. S. C.
20. Storekeeper (Inspector General of Police)	135-160 (A)	S. S. C.
21. Assistant Storekeeper (Public Health Circle)	115-170	..
22. Storekeeper/Storeclerk (Fisheries)	91-170 (A)	S. S. C.
23. Storekeeper (Education)	91-170 (A)	S. S. C.
24. Storekeeper (Commissioner of Industries)	100-170	..
25. Storekeeper (Forest)	91-170 (A)	S. S. C.
26. Storekeeper (Commissioner of Labour)	115-170 (A)	S. S. C.
27. Assistant Storekeeper (Public Works Department)	91-170 (A)	S. S. C.
28. Assistant Storekeeper (Ports)	91-170 (A)	S. S. C.
29. Storekeeper (Geology and Mining)	115-180 (A)	S. S. C. and experience in Engi- neering Stores.
A—By direct selection, B—By promotion, C—Either A or B.		

The posts in several Departments are manned by members of the ministerial staff of various levels and fit into normal channels of promotion. The basic criteria with reference to which distinction in pay scales of storekeeping staff can be made are the value, volume and types of stores. There are however a few isolated posts also not falling into the normal ministerial hierarchy. Evolving a uniform scale for all such categories of posts, is, therefore, not feasible. Such of the posts which form part of the ministerial cadres and fit into the promotion channel have been recommended the pay scales of corresponding posts of Junior Clerk, Senior Clerk, Head Clerk or Superintendent as the case may be. For posts which are isolated and do not fit into the departmental hierarchy, such as, storekeeper, Employees' State Insurance, Storekeeper, Drugs, store-officer, Director of Health and Medical Services, a uniform scale of pay of Rs. 250-12-310-EB-15-400-EB-20-480 has been recommended having regard to be qualifications of these posts and the types of stores they are expected to handle.

In some Departments lower categories of posts of Storekeepers fall between the levels of Junior clerks and Senior clerks while in some others recruits are expected to possess some years of experience

in handling stores in addition to the basic educational qualifications. In all such cases the Commission recommends a uniform scale of Rs. 160-7-188-EB-9-215-10-265.

The Commission has recommended a uniform pay scale for the post of Superintendent of Stores and Circle Head Clerk in the Public Works Department. The post of Superintendent of Stores is the highest post available on promotion. Looking to the volume and value of Stores required to be handled by the Superintendent of Stores and the responsibility devolving on him as a result thereof, the Commission considers that grant of a Special pay in lieu of a separate pay scale would be justified. The Commission accordingly recommends that the post of Superintendent of Stores in the Public Works Department may carry a special pay of Rs. 25/- p.m.

SECTION 5—OTHER COMMON POSTS

(i) Artists Class

The posts of Photographers and Artists are common to Departments like Information, Agriculture, Police, Public Works, Health and Medical, Animal Husbandry, Printing and Stationery, Chief Conservator of Forest etc. These posts carry different pay scales and different recruitment qualifications. By and large, they are filled by direct recruitment. The table below shows particulars of these posts in various Departments.

Name of the post and Department	Existing pay scale and mode of recruitment	Recruitment qualification
1	2	3
Rs.		
<i>Photographer</i>		
1. Head Photographer (Printing and Stationery)	145-300 (A)	S. S. C. and experience.
2. Photographer (Information)	220-300 (C)	S. S. C. and experience.
3. Photographer (Archaeology)	145-195	Practical experience.
4. Photographer (Agriculture)	140-200 (A)	S. S. C. and 5 year experience.
5. Photographer (Inspector General of Police)	145-190 (C)	S. S. C. and experience.
6. Photographer (Public Works Department)	150-225 (A)	Diploma in Photography.
7. Photographer-cum-Draftsman (Archaeology)	150-225	Intermediate Drawing examination and experience.
8. Micro Photographer (Health and Medical Services)	128-160 (A)	S. S. C. and experience.
9. Assistant Photographer (Information)	125-160 (A)	S. S. C. and experience.
10. Assistant Photographer (Inspector General of Police)	120-145 (C)	S. S. C. and experience.

1	2	3
	<i>Artist</i> Rs.	
1. Artist (Employment)	145-185	....
2. Artist (Health and Medical Services)	145-190 (A)	Graduate in fine Arts.
3. Artist (Informastion)	145-185 (A)	Intermediate Drawing and ex- perience.
4. Artist (Animal Husbandry)	185-245 (A)	S. S. C. or Drawing Examination.
5. Assistant Artist (Animal Husbandry)	145-245 (A)	....
6. Display Artist (Registrar of Co-operative Societies)	195-245	....
7. Artist (Chief Conservator of Forest)	185-245 (A)	Graduate with applied Arts.
8. Artist (Agriculture)	185-245 (A)	Degree or Diploma in Arts.
9. Artist (Industries)	145-225	....
10. Artist-cum-Photographer (Agriculture)	180-300 (A)	Degree or Diploma in Arts.
11. Artist-cum-Photographer (Health and Medical Services)	195-370 (A)	Degree or Diploma in Arts.

Having regard to the nature of work, the mode of recruitment and the recruitment qualifications prescribed, all these posts could be divided into three groups and a common pay scale could be evolved for each of the three groups. These posts are isolated wherever they exist and the chances of promotion for the incumbents thereof are virtually non-existent. Taking all these factors into consideration, the Commission recommends the following three pay scales for the higher, middle and lower categories of Photographers and Artists :—

1. Rs. 200-10-250-EB-12-310-15-340.
2. Rs. 200-10-250-EB-12-310.
3. Rs. 175-8-215-EB-10-275.

The posts of Artists at Serial Numbers 10 and 11 carry duties of a higher order and the Commission therefore recommends a scale of pay of Rs. 200-10-250-EB-12-310-EB-15-430 for those posts. For posts of Photographers at Serial Numbers 1 and 2 the scale of Rs. 200-10-250-EB-12-310-EB-15-400 is recommended.

(ii) Librarians

Posts of Librarians are common to many Departments and they carry different pay scales notwithstanding the fact that in the majority of the cases the recruitment qualifications for these

posts are identical. In addition to being in charge of the general administration of the Library, a Librarian has to (i) classify books and periodicals (ii) catalogue them properly (iii) prepare general and subject indices and (iv) order new books and magazines for the Library. The recruitment rules largely common to these posts, require a University Degree with a Diploma in Librarianship. In a few cases a certificate in Librarianship is prescribed as an alternative qualification. In view of the same qualifications prescribed for the posts in various Departments and the unvarying nature of responsibilities of Librarians as between Departments the Commission considers that a common scale of pay for all these posts would be justified. The Commission accordingly recommends that the posts of Librarians requiring a University Degree plus certificate in Librarianship as necessary qualifications may carry the pay scale of Rs. 200-10-250-EB-15-400-EB-20-480. Candidates holding a Diploma in Librarianship may start at Rs. 230 in the same scale. Another category of posts of Librarians requires S. S. C. and a certificate in Librarianship as initial recruitment qualification. Alternatively recruits are expected to possess two years' experience of working in a recognised library. For this category of Librarians the Commission recommends the pay scale of Rs. 145-7-180-EB-8-220-EB-10-300.

The posts of Librarians are isolated and the incumbents of these posts generally have no chances of promotion. Candidates possessing the Diploma in Librarianship are not also easily available. The Commission has therefore considered it necessary to suggest long scales for these posts. In certain Departments the recruitment rules for the posts of Librarians do not provide for a certificate or diploma in library science as a necessary qualification. The posts in these Departments are either filled on promotion or fit into some channel of promotion. In such cases the Commission has not recommended the same scale of pay as for qualified Librarians but has generally recommended the same scales as for comparable clerical cadres.

An important criterion that would help distinguish the work load of one Librarian from that of another is the catalogue strength of books in the Library. In Libraries of larger size the responsibilities and the work-load of Librarians would be proportionately larger. With this in view the Commission recommends that if the catalogue strength of books, excluding magazines, in the Library of the Department or Institution exceeds 15000 and 25000 the Librarian of such a Library may be granted a special pay of Rs. 30 and Rs. 60 p.m. respectively. The Commission also recommends that posts of Librarians in all such Libraries should be manned only by qualified Librarians and the recruitment rules may be suitably amended if necessary to include necessary provisions in this behalf.

(iii) Translators

The posts of Translators are in existence in the Legal Department and the Directorates of Languages, Information and Agriculture. They are found at two levels namely of Senior Translators and Junior Translators. The posts of Junior Translators are filled only by direct recruitment and the candidates are required to possess a University degree. The posts of Senior Translators are filled by promotion of Junior Translators or by direct selection of persons having the qualification of D. A. with English or Hindi or Gujarati or Sanskrit or a post-graduate degree in any of the languages or by transfer of persons having the basic qualification prescribed for direct recruitment. The nature of work done by corresponding levels is broadly comparable. In consonance with the main scheme of giving a starting salary of Rs. 200/- to direct recruit graduates, the Commission has recommended the pay scale of Rs. 200-10-250-EB-12-310-15-340 for the posts of Junior Translators. The posts of Senior Translators representing a higher level of promotion can be filled by other modes earlier mentioned. The Commission considers that the scale of Rs. 250-12-310-EB-15-400-EB-20-460 would be consistent with the requirement of these posts.

SECTION 6—ENGINEERING PERSONNEL

(i) Chargemen, Supervisors, Foremen, etc.

Large staffs of technically qualified personnel are employed in various Departments at non-gazetted levels, the complement being the largest in the Public Works Department and the Public Health Circles. Other Departments also have posts requiring appointment of such

personnel but such posts are very few and the personnel are either drawn on deputation from other Departments or carry identical recruitment qualifications prescribed for appointment. The Directorate of Technical Education also engages a large technically qualified staff but mostly on the teaching side. To the extent that the posts in the Public Works Department or the Technical Education Department fall into place in their own hierarchies the Commission has considered their scales of pay separately.

In this section the Commission examines only the case of engineering staffs required to possess technical qualifications with a view to evolve uniform pay scales, to the extent feasible. An analysis of the recruitment qualifications of these posts in different Departments reveals that a degree or diploma in an engineering subject is the necessary minimum qualification for recruitment. The duties and responsibilities of these posts consist of one or more of the following :—

- (1) Designing and construction of structures ;
- (2) Installation, maintenance and repairs of machinery ;
- (3) Running of Workshop/tool-room/foundry;
- (4) Maintenance and operation of electrical equipment.

Certain posts carry responsibilities for imparting instruction also.

The deployment of such staff in several Departments alongwith the pay scales and qualifications for recruitment are indicated in the table below :—

Name of the post and Department	Existing pay scale and mode of recruitment.	Recruitment qualification
1	2	3
Rs.		
1 Electrical Chargeman (Animal Husbandry)	260-370 (A)	Degree/Diploma in Electrical Engineering
2 Mechanical Chargeman. (Animal Husbandry)	260-370(A)	Degree/Diploma in Mechanical Engineering
3 Refrigeration Mechanic (Animal Husbandry)	260-370 (A)	Degree/Diploma in Mechanical Engineering or Dairy
4 Chargeman-cum-Mechanic (Animal Husbandry)	260-370 (B)	Diploma in Mechanical Engineering.
5 Head Mechanic. (Animal Husbandry)	200-300 (A)	Diploma in Mechanical Engineering
6 Mechanical Supervisor (Agriculture)	195-320 (C)	Diploma in Mechanical/Auto Engineering.
7 Foreman-cum-Technical Supervisor (Agriculture)	195-320(C)	Diploma in Mechanical/Auto Engineering.
8 Civil Overseer (Agriculture)	175-340 (A)	Diploma in Civil Engineering
9 Overseer (Construction) (Agriculture)	195-320(C)	Diploma in Mechanical/Auto Engineering.
10 Mechanical Overseer (Agriculture)	125-340(C)	Diploma in Mechanical/Auto Engineering.

1	2	3
	Rs.	
11 Instructor in Rural Engineering. (Agriculture)	175-340(A)	Diploma in Civil Engineering
12 Assistant Instructor (Agriculture)	195-320(A)	Diploma in Mechanical/Auto Engineering with two years' experience
13 Foreman Mechanic (Fisheries)	195-310(C)	Diploma in Mechanical Engineering.
14 Mechanical Instructor (Fisheries)	250-370(C)	Diploma in Auto/Mechanical Engineering.
15 Mechanical Supervisor (Registrar of Co-operative Societies)	230-340(A)	Degree/Diploma in Mechanical/Electrical Engineering and 5 years experience of maintenance of Diesel Engine.
16 Auto Foreman. (Geology and Mining)	205-405(A)	Diploma in Auto Engineering
17 Junior Foreman. (Health and Medical Services)	175-300(A)	Diploma in Auto/Mechanical Engineering.
18 Driving Instructor (Medical and Health Services)	175-300(A)	Diploma in Auto/Mechanical Engineering.
19 Overseer (Medical and Health Services)	125-340(A)	Diploma in Civil Engineering.
20 Engineering Supervisors (Medical and Health Services)	125-340(A)	Diploma in Mechanical Engineering.
21 Mechanical Supervisor (Public Health Circle)	175-340(A)	Diploma in Mechanical Engineering.
22 Mechanical Engineering (Public Health Circle)	100-460(C) (Unrevised)	Diploma in Mechanical Engineering.
23 Overseer (Social Welfare)	175-340(A)	Degree/Diploma in Civil/Mechanical/Electrical Engineering
24 Workshop Supervisor (Social Welfare)	250-420(A)	Degree/Diploma in Mechanical Engineering.
25 Automobile Insutructor (Commissioner of Labour)	225-300(A)	Engineering or Printing Technology/Diploma in Auto Engineering or Certificate.

A -Direct recruitment. B - By promotion. C -Either A or B.

The list is not exhaustive. The purpose of the listing has been to highlight the existing diversity and disparity of pay scales.

The recruitment qualifications of these categories of staff are comparable and the general job responsibility not significantly different at corresponding levels except for functional differentiation. These posts are also largely isolated and do not carry any avenues of promotion. With this end in view the Commission proposes a uniform start of Rs. 250/- for all the

posts in the case of Diploma holders, the same as in the case of staff in the Public Works Department with similar qualifications. Degree holders may be given a start at a stage corresponding to three increments in the same scale. Two scales have been evolved to cover all such posts (i) Rs. 250-12-310-EB-15-400-EB-20-460; (ii) Rs. 250-12-310-EB-15-400-EB-20-500-25-550, the higher of the two being applicable to posts which carry responsibilities of a higher order or alternatively carry supervisory duties. The pay scales recommended for each one of such posts have been indicated in the pay schedule of the respective Departments. For engineering staffs who are not required to possess a Degree or Diploma in an engineering subject as essential recruitment qualification scales of pay recommended have been indicated in the different Departmental Schedules.

(ii) **Draftsman Class**

Draftsman are common to many Government Departments. The hierarchy of posts in this class has the category of Tracers at the bottom and the post of Head Draftsman at the top. In the middle rungs are posts of Assistant Draftsman, Draftsman and Senior Draftsman, in that order. The recruitment qualification for direct entrants for the posts of Draftsman, including Head Draftsman, in many Departments is a Degree or Diploma in Civil or Mechanical Engineering. The recruitment rules provide for appointment either by selection or promotion. The promotion starts from the level of Tracer to that of a Head Draftsman in stages. Tracers are required to possess a certificate of Intermediate Drawing Examination and Assistant Draftsman are required to have passed S. S. C. Examination in addition to having a certificate of Intermediate Drawing Examination. The technical qualifications for higher categories of Draftsman and Head Draftsman are expected of direct recruits only and not of the promotees.

The largest number of posts of draftsman exists in the Public Works Department where the different levels fit into a regular hierarchy. Posts in the other Departments are by and large isolated and carry little avenues of advancement. The duties of the posts of Draftsman, whether architectural or engineering vary according to the Department or even the branch of the Department where they are employed. In general however their function is to prepare or assist in the preparation of engineering and architectural drawings and plans needed for production purposes or for building operations and thus to assist in the design of engineering and architectural projects. The different levels of posts of Draftsman in the Public Works Department and the corresponding recommended pay scales for the different levels of posts in the Public Works Department and has fitted in the posts of Draftsman in the other Departments into one or the other of these scales with reference to the qualifications of these posts and the modes of recruitment. The general level of responsibility of these posts in different organisations has also been kept in view.

The Association of the Drawing Branch of the Public Works Department has asked for the following scales for the different levels of the hierarchy :

Tracers :	Rs. 190-10-250-15-430.
Assistant Draftsman :	Rs. 250-15-370-20-470.
Draftsman :	Rs. 300-15-390-20-470-25-520.
Head Draftsman :	Rs. 450-25-600-35-810.

The principal grounds urged in support of the demand are (i) comparison with the scales of pay of the ministerial and executive branches of the Public Works Department; (ii) technical nature of the responsibility of the posts of Draftsman; (iii) limited prospects of promotion to the posts of Head Draftsman. The three Superintending Engineers who have proposed scales of pay for Public Works Department staff on behalf of the Chief Engineers have proposed for the four categories of posts the scales of (1) Rs. 200-400; (2) Rs. 250-550; (3) Rs. 275-520; (4) (i) Rs. 300-650; (ii) Rs. 450-800 respectively. At the level of Draftsmen and Head Draftsmen the Superintending Engineers have proposed different pay scales for promotion and direct recruits who possess higher qualifications. The Commission does not favour this arrangement.

As in other instances, the Commission has proposed scales of pay consistent with internal relativities and at best direct recruits who possess higher qualifications may be started at an appropriate level in the same scale. The demand for comparison with the ministerial and the executive branch of the Public Works Department cannot be considered relevant since the duties and responsibilities of the Draftsman class are of an entirely different nature. The Commission has accordingly evolved the following four scales for the different levels in the hierarchy of this class of posts.

Posts.

Tracers.	Rs. 130-5-155-EB-7-190-EB-8-230-10-240.
Assistant Draftsman.	Rs. 160-7-188-EB-9-215-10-265.
Draftsman.	Rs. 200-10-250-EB-12-310-15-340.
Head Draftsman.	Rs. 250-12-310-EB-15-400-EB-20-480.

At the lowest level the Commission considers that the work of tracers in preparing tracings from original drawings is of a fairly routine nature and a scale better than that of clerks will not be justified. At the next higher level of Assistant Draftsman the scale proposed bears proper relativity with the scale recommended for Tracers. There is a provision for direct recruitment of Diploma holders as Draftsman. The Diploma holders when recruited directly may also be put in the same scale with a start of Rs. 220/-. Direct recruitment to the post of Head Draftsman is generally not resorted to. However, if graduates are recruited to these posts they may start at Rs. 286/- in the scale recommended. The scale for this post has been proposed keeping in view the lack of further promotion.

(iii) Maintenance Staff : Operatives, Trades-men and Craftsmen

Posts of Turners, Fitters, Welders, Wiremen, Electricians, Blacksmiths, Carpenters, Boiler-attendant and the like exist under several Departments. These posts could broadly be divided into three categories. Skilled, Semiskilled and unskilled. Appointment to these posts is generally by direct recruitment and in some cases by promotion from lower staff. The recruitment qualification in respect of skilled staff is "prescribed training" or a Trade Certificate or both. In the case of semi-skilled workers normally the recruitment qualification is practical experience in the trade or of the work required to be performed in the post of employment. Unskilled workers are not generally expected to possess any qualification. These posts carry different designations in different Departments and a bewildering variety of scales of pay. On an analysis of the number of scales admissible to them, and in force to-day, it has been found that the three categories of posts have been divided among as many as 118 scales. Evolving uniform scales of pay covering all these categories solely on the basis of recruitment qualifications does not seem to be justified on account of the fact that job specifications and turn out of work would differ from one Department to another. With these factors in view the Commission has examined the functions, duties and responsibilities of these three categories of posts and has divided the following scales :—

I Skilled	a. Rs. 145-7-180-EB-8-220-EB-10-300.
	b. Rs. 175-8-215-EB-10-275.
	c. Rs. 160-7-188-EB-9-215-10-265.
II Semi-skilled	a. Rs. 135-5-EB-7-190-EB-8-230-10-250.
	b. Rs. 130-5-155-EB-7-190-EB-8-230-10-240.
	c. Rs. 160-6-190-EB-7-225.
	d. Rs. 160-6-172-7-200.
III Un-skilled	a. Rs. 125-4-145-EB-5-165-7-200.
	b. Rs. 125-3-140-EB-4-160
	c. Rs. 110-3-140.

SECTION 7—LEGAL OFFICER CLASS

The following table gives details of the posts of Legal Officers in various Departments of Government :

Department	Designation	Existing payscale and mode of recruitment
		Rs.
1. Chief Inspector of Factories.	Legal Assistant.	245-570 (A)
2. Prohibition and Excise.	Legal Assistant.	320-420 (D)
3. Drugs Administration.	Law Officer.	320-570 (A)
4. Chief Conservator of Forest.	Legal Superintendent.	370-735 (A)
5. Director of Transport.	Motor Vehicle Prosecutor.	250-470 (A)
6. Inspector General of Police.	Legal Adviser.	360-825 (C)
7. Inspector General of Police.	Police Prosecutor.	280-570 (A) Selection Grade Rs. 360-825.
8. Anti-Corruption Bureau.	Legal Adviser.	280-570 (A)

A : By direct selection. C : By direct selection or promotion. D : By direct selection. Promotion or transfer from other Department.

The duties of these officers are broadly (i) to advise the head of office Department in legal matters arising in the course of implementation and enforcement of laws and rules within the sphere of activity of the Department; (ii) to assist the Department in framing of rules, regulations and Bills and give opinions relating to their interpretation and application; (iii) launch prosecutions for breach of rules or laws and/or conduct prosecutions or suits in courts of law in subject matters pertaining to the Department. The recruitment qualifications prescribed for these posts vary from Department to Department the invariable minimum being a University Degree in law. The recruitment rules for posts in some Department also require experience of practice of a certain number of years in addition. However, having regard to the nature of duties expected to be performed by this class of officers, the Commission feels that the requirements of the jobs cannot be fully and satisfactorily met by fresh law graduates and it would be desirable to prescribe a certain number of years of practice at the bar as an essential qualification.

The posts of Legal Officers are isolated and do not fit into the hierarchy of the Departments to which they belong. They also carry no prospects of promotion except in the case of Police Prosecutors who form numerically the largest category of posts of this class. With a view therefore to avoid framing of recruitment rules and taking action for filling each of these posts separately by each Department, the Commission suggests that all such posts should be borne on the cadre of Police Prosecutors, or in the alternative, could be filled on deputation of suitable officers of the cadre of Police Prosecutors. This would incidentally eliminate the difficulties of recruitment experienced by the different Departmental Heads and ensure for them the services of officers with some years of practice to their credit who may be able to assist the Departments more effectively. Bearing these posts on a common cadre would also throw open limited avenues of advancement offered by the selection grade for Police Prosecutors.

The posts of Police Prosecutors in Police Department are borne on a regularly constituted cadre. In addition to the normal running scale of Rs. 280-570 the cadre of Police Prosecutors carry a selection grade of Rs. 360-825. The number of selection grade posts available is 10% of the total permanent posts of Police Prosecutors. The Commission understands that direct selection is also made to the selection grade. It is unusual to say the least to make direct recruitment to a selection grade which is generally evolved to provide opportunities of advancement to the incumbents holding posts in the regular scale who do not have them or have them in an inadequate measure.

The Inspector General of Police pointed out to the Commission the difficulty his Department has had in getting suitable recruits for the posts of Police Prosecutors. In addition the Department has experienced considerable wastage of officers of this category by flight. In the circumstances the Inspector General of Police recommended a scale of Rs. 490-650 for Police Prosecutors ordinary grade and Rs. 740-1100 for the selection grade. Representations from individual Police Prosecutors have asked for scales ranging from Rs. 370-750 to Rs. 370-950 on grounds of parity either with Civil Judges (Junior Division) or Deputy Superintendent of Police.

The demand for parity either with Civil Judges or Deputy Superintendents of Police cannot be sustained in view of the substantial differences in the nature of duties and degree of responsibility. However, in view of the recruitment difficulties made out by the Inspector General of Police the Commission considers an improvement of the scale necessary and accordingly recommends the scale of Rs. 350-20-450-EB-25-550-EB-30-700 for the posts in the ordinary grade and Rs. 600-35-775-EB-40-975 for the selection grade. In view of the total absence of prospects of promotion the number of posts in the selection grade may be increased to 15% of the cadre strength of Police Prosecutors. The Commission is also of the opinion that direct recruitment of Police Prosecutors against the selection grade scale does not seem to be justified and recommends that the Government may review and modify the recruitment rule in this behalf.

SECTION 8—SCIENTIFIC AND RESEARCH STAFF

Scientific and Research staff is employed in the Departments in which work of research and analysis of different kinds is required to be undertaken. Such personnel are distributed over several Departments and are not concentrated in any particular Department. This staff carries different pay-scales. The following table gives particulars of some of these posts manned by qualified Scientific and Research personnel.

Name of the post and Department	Existing pay scale and mode of recruitment	Recruitment qualification
1	2	3
	Rs.	
1 Assistant Chemical Analyser (Health and Medical Services)	250-420(C)	B. Sc. I Class or M. Sc. or M. B. B. S.
2 Biochemist (Health and Medical Services)	245-470	B. Sc. (Chemistry) and experience of 5 years or M. Sc. or M. B. B. S.
3 Research Assistant (Industries)	240-425(C)	M. Sc. Applied Chemistry or Chemical Engineering and 3 years' experience.
4 Chemist (Co-operation)	250-370(C)	B. Sc. IInd Class and 3 years' experience.

Name of the post and Department	Existing pay scale and mode of recruitment	Recruitment qualification
1	2	3
Rs.		
5 Senior Chemist (Animal Husbandry)	195-370(B)	B. Sc. (Dairy) or (Chemistry).
6 Chemical Assistant (Health and Medical Services)	195-390(A)	B. Sc. (Chemistry) and special course in analysis.
7 Bacteriological Assistant (Health and Medical Services)	195-390(A)	Degree with Microbiology or Chemistry or Bacteriology.
8 Assistant Entomologist (Health and Medical Services)	195-390(B)	B. Sc.
9 Junior Chemist (Industries)	165-245(A)	B. Sc. with special qualification in analytical and applied Chemistry.
10 Chemist (Labour)	205-280(A)	B. Sc.(Tech.) or B. Sc.(Chemistry) and Diploma in applied Chemistry.
11 Chemical Assistant (Museum)	140-300(A)	B. Sc. (Chemistry)
12 Chemist Junior Chemist (Animal Husbandry)	125-245(A)	B. Sc. (Chemistry) or (Dairy)
13 Assistant Chemist Junior Chemist (Co-operation)	180-280(B) 145-245(A)	B. Sc. (Chemistry)
14 Chemical Assistant (Geology and Mining)	145-185(A)	B. Sc. (Chemistry)
15 Dairy Chemist (Animal Husbandry)	125-145(A)	B. Sc. (Chemistry)

The above list is not exhaustive. The posts which fit into the departmental hierarchy and promotion channels, are not included since for those posts pay scales have been recommended in keeping with the internal relativity of the Department and other relevant factors. In some Departments these posts are isolated while in some others promotions within posts of this class are available. Having regard to the nature of duties and responsibilities devolving on the staff, the conditions of recruitment to be complied with by them and the extent of promotion chances available to them the posts could be divided into three levels for the purpose of evolving pay scales appropriate to each of such levels. The Commission recommends the following three scales of pay for these levels :—

Level I Rs. 325-15-400-EB-20-500-EB-25-575.

Level II Rs. 250-12-310-EB-15-400-EB-20-480.

Level III Rs. 200-10-250-EB-12-310-EB-15-400.

The pay scale recommended for each post has been indicated in the respective departmental schedules. For posts at Serial Numbers 14 and 15 the scale of Rs. 200-10-250-EB-12-310-15-340 is recommended.

A VERY IMPORTANT NOTE FOR PERSONAL AND PROTECTED PAY SCALES

The revised pay scales recommended by the Commission relate to the existing scales which are of common application. The time scales which are continued as personal or protected for an individual or a group of employees have been excluded by the Commission from the purview of its enquiry. However while scrutinising factual information received from several Departments the Commission has come across instances of personal scales indicated as scales applicable to the posts themselves. It is likely that some such personal scales might have escaped notice and may have been considered for revision. The Commission therefore would like to make it clear that its recommendations, if any, for revision of such personal scales as indicated in the departmental schedules should be treated as inoperative.

PART E

CHAPTER IV

AGRICULTURE AND CO-OPERATION DEPARTMENT

SECTION 1—DIRECTORATE OF AGRICULTURE

The main activities of the Directorate fall under four broad divisions (1) Agricultural research; (2) Agricultural extension and training; (3) Agricultural engineering and soil conservation; and (4) Supplies and Services. The Director of Agriculture is the Head of the Department.

(i) **Director of Agriculture** (Rs. 1300-1600)

The post of Director is either filled by selection or by promotion of the Joint Director of Agriculture (Engineering) or the Principals of Agricultural Colleges or Class I Officers who have obtained a post-graduate degree in Agriculture or in allied science. The basic qualification prescribed for the post is B.Sc. (Agriculture) with post-graduate degree or Ph.D. in any branch of Agricultural Science with high administrative ability and capacity for organisation.

Taking into account the factor of proper relativities among the posts of Heads of Departments the Commission has recommended the scale of Rs. 1800-100-2000 for the post of Director of Agriculture as indicated in the Chapter on scales of pay of Heads of Departments.

(ii) **Joint Director of Agriculture (Engineering)** (Rs. 1100-1300)

Appointment to the post of Joint Director is made by Nomination or promotion of Deputy Director of Agriculture (Package) or an Officer in Class I service and who has obtained a post graduate degree in Agriculture or allied science. The basic qualification prescribed for the post is B. Sc. (Agricultural Engineering) with post-graduate degree in Agricultural science. The Joint Director is in overall charge of the Agricultural Engineering and soil conservation works in the State.

The Association of Gazetted Officers of the Agriculture Department has recommended a scale of Rs. 1600-2000 for the post of Joint Director. The Director of Agriculture has also recommended the same scale. The Commission is of the view that in the context of determination of the pay scales of posts at higher levels in the hierarchies of different Departments the principle of broad banding should be adopted consistent with the vertical relativities within the organisation. This is necessary because despite differences in qualifications and job-orientation broad parities in terms of levels of responsibility and status do exist. Accordingly, the Commission recommends for this post the scale of Rs. 1300-60-1600.

(iii) **Principals, Agriculture Colleges** (Rs. 900-1200)

Recruitment to the post of Principal is made either by selection of holders of M.Sc. in any branch of Agricultural Science with 5 years' teaching experience as Professor or by promotion of class I officers possessing post-graduate degree in Agricultural Science. The Principal is in overall charge of the Agriculture College.

The Agriculture Officers' Association has suggested that Principals of Colleges should be equated with the Divisional Officers of the Forest Department and given pay scales accordingly. The Head of the Department has suggested a revised scale of Rs. 1300-60-1600 for this post.

Taking into consideration the nature and quantum of responsibility—both administrative and academic—that devolves on the Head of such an institution the Commission considers that the scale of Rs. 1050-50-1100-60-1400 would be appropriate for the post of Principal.

(iv) **Deputy Director of Agriculture (Package)** (Rs. 685-1150)

The post of Deputy Director (Package) is filled by selection or by promotion of Class I Officers who have obtained a post-graduate degree in Agricultural Science. The basic qualification

for holding the post is M.Sc. in any branch of Agricultural Science with high administrative ability. This officer has Statewide jurisdiction.

Having regard to the fact that this is a promotion post for Class I Officers of the Department and in view of the responsibilities for the package programme which the post carries the Commission recommends the scale of Rs. 850-50-1000-EB-55-1275.

(v) Superintending Agricultural Officer (Rs. 370-1100)

The Superintending Agricultural Officers exercise jurisdiction over regions comprising several districts. Their duties relate to co-ordination, supervision and administrative control over officers and staff engaged in agricultural programmes.

The post of the Superintending Agricultural Officer is filled by promotion of class II officers. The basic qualification for holding the post is M.Sc. in any branch of Agricultural Science with administrative experience.

The Association of the Officers of the Gujarat Agricultural Service (Gazetted) of the Agriculture Department has submitted that the Superintending Agricultural Officers should be treated on par with Divisional Officers in other Technical Departments and on that ground urged that they should carry the scale of Rs. 1300-1600. The Head of the Department has also suggested a revised scale of Rs. 1300-1600 for this post.

In the course of discussions with the Commission, the Secretary, Agriculture and Co-operation Department has stated that although the work done by the Superintending Agricultural Officers carries higher responsibilities than of the District Agricultural Officers, it is not as important as to justify a different scale of pay and the difference could be recognized by providing a special pay.

The Commission appreciates that the duties and responsibilities of the Superintending Agricultural Officers are distinctly higher than those of the other Class I field officers of the Department. However, considering the existing mode of recruitment the Commission does not favour the adoption of a separate scale of pay for the post. The Commission therefore agrees with the Secretary that the provision of a special pay would suffice to mark the differences between the post of Superintending Agricultural Officer and the other field officers. Accordingly the Commission recommends that the post should carry the time scale of the Gujarat Agricultural Service Class I discussed below and carry a special pay of Rs. 100/- p.m. in addition.

(vi) State Level Specialist Officers (Rs. 370-1100)

Posts of State Level Specialists are either filled by selection of candidates having an M.Sc. in special subjects with 5 years of research experience and three years of experience in administration or by promotion of Class II officers.

The specialist officers are mainly engaged in research work.

The Agricultural Officers' Association has submitted that the specialists should be equated with the Divisional Officers of other Departments. The Association pointed out that research work requires continuous application and unless the specialists are paid at a rate different from that applicable to other Class I officers dislocation of their work would arise when they become eligible to be promoted to other posts. The Director has proposed a scale of Rs. 1300-1600 for these posts. The Agriculture and Co-operation Department has recommended the creation of a selection grade in the Gujarat Agricultural Service Class I with 10 posts to begin with comprising the posts of Superintending Agricultural Officers, Principals of Agriculture Colleges and 5 specialists, carrying the scale of Rs. 1100-1300. The Commission considers that neither of the solutions is feasible. So long as the posts of the Specialists are on a common cadre and fit into the normal channel of promotion of the Department there would be no reason to treat the posts

differently only on the ground that the incumbents of the posts are engaged in research. What is more, exchange of personnel as between the research and field organisation is necessary in order that benefits of research may be available for practical application and that practical field experience may aid purposeful research. Moreover the incentives of promotion must be kept open to the research workers also. A selection grade cannot be constituted to comprise only a few specific posts. Moreover creation of selection grades at these levels has not been favoured by the Commission. The factor of continuity in research is no doubt important but this can be reasonably ensured by a proper management of the cadre. In the circumstances the Commission considers that there is no case for a differential treatment in regard to pay scales so far as the posts of State Level Specialists are concerned. However, having regard to the research experience required of direct recruits the Commission recommends that they may be given a higher start at Rs. 560 in the scale recommended for posts on Gujarat Agriculture Service Class I.

(vii) Other Class I Posts (Rs. 370-1100)

The other class I posts are like those of State Level Development Officers, Deputy Directors, Principals of Gram Sevak Training Centres, Divisional Soil Conservation Officers, Professors at Agricultural Colleges and District Agriculture Officers. Promotion to these posts is made from Gujarat Agriculture Service Class II. For all these posts the Association of Gazetted Officers of the Department has recommended a scale of Rs. 570-1100 and the Director of Agriculture has also proposed the same scale. Two reasons cited in support of the proposal are firstly that the agricultural service should be treated as a technical service like the engineering services and secondly that a large number of officers have left the Department on account of unattractive scales of pay.

The Commission considers that in view of the massive efforts to achieve a breakthrough in agricultural production the role of the agricultural department assumes great importance. The need for manning its services with competent personnel therefore needs little emphasis. The Commission however does not accept this as a valid ground for making comparisons with the Public Works Department in the matter of pay scales. The obvious distinction to be made as between this service and the engineering services rests on the differences in the duration of the courses of study and the modes of recruitment at corresponding levels. Keeping this in view the Commission feels that the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 would be fair and adequate for all these Class I posts.

(viii) Gujarat Agricultural Service Class II (Rs. 245-735)

The following posts are included in the Gujarat Agricultural Service Class II. (i) Cotton Superintendent, (ii) Sub-Divisional Soil Conservation Officer, (iii) Plant Protection Officer, (iv) Soil Specialist Officer, (v) Superintendent, Agriculture School, (vi) Lecturer, Gram Sevak Training Centre, (vii) District Agriculture Officer, (viii) Farm Manager, (ix) Cotton Breeders, (x) Assistant Entomologist, (xi) Assistant Plant Pathologist, (xii) Assistant Agronomist, (xiii) Assistant Oil Seeds Extension Officer, (xiv) Assistant Horticulturist, (xv) Technical Officers, (xvi) Assistant Statisticians, (xvii) Assistant Crop Specialist, (xviii) Assistant Professors, (xix) Crop Competition Officer, (xx) Assistant Oil Seeds Specialist, (xxi) Assistant Oil Seeds Development Officer, (xxii) Assistant Seeds Development Officer (xxiii) Oil Seeds Research Officer, (xxiv) Assistant Groundnut Production Officer, (xxv) Agricultural Officer, Co-operative Department, (xxvi) Dry Farming Investigator, (xxvii) Fertiliser Controller, (xxviii) Assistant Information Officer, (xxix) Assistant Cytologist and (xxx) Field Plot Technique Officer.

These posts are filled by selection and by promotion of Agriculture Officers (Rs. 260-420). For nominees, the basic qualification prescribed is a 2nd Class degree in Agriculture or M. Sc. in Agriculture with 3 years' experience in research work. However, in the case of Assistant Professors, the basic qualification prescribed is a 1st class degree in Agriculture with 3 years' teaching experience, or 2nd Class degree in Agriculture with 5 years' teaching experience or M. Sc. with 3 years' teaching experience.

The Head of the Department has suggested a revised pay scale of Rs. 345-825 for the class II posts.

The Association of the Officers of the Gujarat Agriculture Service (Gazetted) of the Agriculture Department has demanded the scale of Rs. 345-825 for Gujarat Agriculture Service Class II *i.e.* equal to the pay scale of Deputy Engineers in Public Works Department on the ground that the Agriculture Department is a technical department like Public Works Department. It has also submitted that the posts in the Agricultural Service whether on the teaching side or on the executive side are interchangeable and, therefore, a class II officer may go as Lecturer provided he possesses post-graduate qualification, but he continues to get the same scale of pay and if Lecturers are to get better pay scales, others should also get the same pay scale on account of the interchangeability. In the course of discussion with the Commission, the Secretary, Agriculture and Co-operation Department did not agree with this suggestion of the Agriculture Officers' Association.

The demand for parity with the scales of pay of staff of the Public Works Department has already been dealt with. The Commission considers that the posts in Gujarat Agriculture Service Class II should carry the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 recommended for class II posts of comparable level in several Departments.

CLASS III POSTS

(ix) Agricultural Officers (Rs. 260-420)

The posts of Agricultural officers are filled by selection of candidates possessing a 1st class B. Sc. (Agriculture) degree or 2nd class B. Sc. (Agriculture) with post-graduate degree or diploma and by promotion of Agricultural Supervisors with more than 3 years' service, who have passed the Departmental examination in accounts. The duties of Agricultural Officers are to supervise all farm operations. The Head of Department has suggested a revised scale of Rs. 410-20-510-EB-25-735-30-825 for this post.

Some of the Agricultural Officers have represented that pay scales offered to Agricultural Graduates in other States and in private and Public sectors are higher than in this State, and as chances for promotion have now become limited, they should be put on a scale of Rs. 410-825.

Taking into account the qualifications expected at this level and the internal relativities the Commission recommends for these posts the scale of Rs. 325-15-400-EB-20-500-EB-25-575. The same scale of pay is recommended for the posts of Lecturers in Agriculture Colleges and Technical Assistants.

(x) Assistant Instructress (Rs. 195-320)

The post of Assistant Instructress is filled by direct recruitment of holders of B. Sc. (Hons.) degree in any faculty with experience of teaching in social work. The Instructresses are employed to impart training to the Gram Sevikas. Having regard to the teaching duties that these posts carry and the basic qualifications expected of recruits the Commission considers that the scale of Rs. 250-12-310-EB-15-400-EB-20-460 would be appropriate to these posts.

(xi) Agricultural Supervisor (Rs. 145-300)

Recruitment of Agricultural Supervisor is made either by selection of Agriculture graduates or by promotion of Agricultural Assistants in the scale of Rs. 100-180.

The Agricultural Supervisors attend to all farm operations, maintain data of all experiments, arrange for distribution of seeds and fertilisers and holding of demonstration on fields of progressive farmers.

The Head of the Department has suggested a revised scale of Rs. 300-15-375-20-475-25-550 for this post.

The Association of Agricultural Supervisors (promoted) and Agricultural Assistants, Ahmedabad, has submitted that Agricultural Supervisors (promoted from diploma holders) and Agricultural Supervisors (Graduates) have the same responsibilities and duties and, therefore, there should not be any difference in the starting pay of Rs. 40 between a fresh recruit graduate and a promotee. The Association has asked for a pay scale of Rs. 305-20-405-25-520-EB-30-830, for the posts of Agricultural Supervisors.

Several Agricultural Supervisors (Graduate) have represented that better pay scales are offered to Agricultural graduates by Private and public sectors, and that chances for promotion in the Department have now become limited and have therefore suggested a scale of Rs. 300-15-375-EB-20-475-25-550.

The Commission is unable to countenance the plea for parity as between graduates and the promoted staff who are diploma holders. The principle of providing higher emoluments to those who are better equipped in terms of qualifications is essentially sound and consistent with the requirement for infusion of new blood into the Department at different levels. The Commission recommends that the posts of Agricultural Supervisors should carry the scale of Rs. 200-10-250-EB-12-310-EB-15-430, directly recruited agricultural graduates starting at Rs. 220 in the same scale.

(xii) Agricultural Assistant

(Grade I Rs. 145-215, Grade II Rs. 100-180, Grade III Rs. 100-130)

Initial recruitment is made to the lower two grades of Agricultural Assistant by nomination of those who have passed the 2 years' diploma course in Agriculture from Agricultural schools. Appointments to grade I are made by promotion.

The Agricultural Assistants are mainly deployed on field work.

The Head of Department has suggested revised scale of Rs. 300-15-375-20-475-25-550 for Agricultural Assistants Grade I and a running scale of Rs. 200-8-280-EB-10-360 for Agricultural Assistants, Grade II and Grade III.

The Association of Agricultural Supervisors (promoted) and Agricultural Assistants, Ahmedabad, has made a comparison of Agriculture diploma holders with Dairy Diploma Holders and Public Works Department Overseers (promoted and untrained) who get higher initial pay than the Agricultural diploma holders. The Association has submitted that the duties of the Agricultural Assistants are of basic importance to the Agriculture Department and has proposed a running scale of pay of Rs. 225-8-265-10-305-20-405-25-530-EB-30-740 for Agricultural Assistants.

Having regard to the qualification and the nature of work the Commission considers that integration of the two lower grades would be justified. Accordingly the Commission recommends a unified scale of Rs. 135-5-155-EB-7-190-EB-8-230-10-250 for the two grades.

The Commission is informed that formerly the Agricultural Assistants were not eligible for promotion and in view of the large numbers of their cadre, who thus did not have any prospects of advancement, 5% of the posts in grade II were put on a higher scale called grade I. Subsequently 5% of the posts of Agricultural Supervisors were also filled on promotion of Agricultural Assistants. Despite the identity of duties and responsibilities of all the three grades the Commission considers that the incentives though of a limited nature represented by the present grade I deserve to be continued. At the same time there is no case for merging these posts into the cadre of Agricultural Supervisors since agricultural graduates are directly recruited at that level. Besides, the present arrangement for promotion to the posts of Agricultural Supervisors appears to be satisfactory. The Commission, therefore, considers that the existing grade I should continue as a Selection Grade for the lower grades of Agricultural Assistants and may carry the scale of Rs. 200-10-250-EB-12-310.

(xiii) Drivers of Bulldozers and Tractors (Rs. 125-160) (Rs. 115-145)

The Agriculture Department employs a large staff of tractor and bulldozer drivers. The qualifications for recruitment for all the posts are similar requiring a licence and some experience. Keeping in view the nature of work the Commission has proposed the following scales for these posts.

Bulldozer driver.	Rs. 160-6-190-EB-7-225.
Tractor Driver:	Rs. 160-6-172-7-200.

(xiv) Special Pays

The Superintending Agricultural Officers carry a special pay of Rs. 100 p.m. The Commission has already recommended its continuance.

(xv) Fresh Proposals for grant of Special Pay

The Association of the Officers of the Gujarat Agricultural Service (Gazetted) of Agriculture Department, has suggested that on the analogy of the Deputy Director of Education attached to the Head of the Department getting a special pay, all Deputy Directors posted at the Headquarters should be granted special pay as the work at the Headquarters carries more responsibilities than in the districts. In his discussions with the Commission the Secretary, Agriculture and Cooperation Department, has stated that such a special pay would not be justified and that there should be a regular turn over between the officers in the field and officers at Headquarters so that there is an exchange of experience and that the district officers should have an allround outlook both of administration and field work. The Commission has adopted the same approach as outlined in the earlier Chapter on special pays and the proposal for grant of special pay cannot therefore be accepted.

SCHEDULE

DIRECTORATE OF AGRICULTURE

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	Director of Agriculture ..	1	1300-60-1600	1800-100-2000	
2	Joint Director of Agriculture (Engineering)	1	1100-50-1300	1300-60-1600	
3	Joint Director of Agriculture (Extension)	1	1100-50-1300	1300-60-1600	
4	Principal, Agriculture College, Junagadh and Navsari.	2	900-30-960-40-1200	1050-50-1100-60-1400	
5	Deputy Director of Agriculture (Package)	1	685-50-985-55-1150	850-50-1000-EB-55-1275	
6	Superintending Agricultural Officer, Rajkot & Baroda	2	(370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay of Rs. 100/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be continued.
7	State Level Specialist Officer ..	17	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
8	State Level Development Officer	9	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
	(a) Cotton Extension Officer, Surat.				
	(b) Coconut Development Officer, Mahuva.				
	(c) Officer in charge of Gujarat Cotton 67, Surat				
	(d) Compost Development Officer, Ahmedabad.				

DIRECTORATE OF AGRICULTURE—Contd.

1	2	3	4	5	6
			Rs.		
(e)	Hybrid Bajra Seed Production Officer, Jamnagar.				
(f)	Horticultural Development Officer, Ahmedabad.				
(g)	Oilseed Extension Officer, Junagadh.				
(h)	Fertiliser Distribution Officer, (Sulphate) Ahmedabad.				
(i)	Soil Survey Officer, Navsari.				
9	Geologist	..			
		1	(370-395)-420-25-570-EB-25-620-30-800-EB-30-950	500-30-620-EB-40-820-45-1000-EB-50-1250	
10	Deputy Director of Agriculture.	10	(370-395)420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
11	Research Officer, P.L. 480, Junagadh.	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
12	Principal, Gramsevak Training Centre.	4	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
13	Divisional Soil Conservation Officer.	7	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
14	Professor at Agriculture Colleges.	13	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
15	Acocunts Officer	..			
		1	(370-395)-420-30-570-35-710-40-750-EB-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
16	(a) Cotton Superintendent	18	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	(b) Liaison Officer, Baroda.				
	(c) Supervisor, Ginning and Pressing Factory, Rajkot.				

(d)	Officer in charge Scheme for evolving extra long staple cotton, Talod.				
(e)	Officer in charge Hybrid cotton cultivation Scheme, Surat.				
(f)	Botanist in charge Indo-American Cotton, Surat.				
(g)	Assistant Cotton Specialist, Surat.				
(h)	Cotton Physiologist, Research in cotton, Surat.				
17	Sub-Divisional Soil Conservation Officer.	47	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
18	Plant Protection Officer.	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
19	Soil Specialist Officer.	15	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
(a)	Soil Biochemist (Research in soil science), Junagadh.				
(b)	Salt Land Reclamation Officer, (in soil science) Junagadh.				
(c)	Assistant Soil Chemist, Junagadh.				
(d)	Assistant Soil Chemist, Bardoli.				
(e)	Soil-cum-Irrigation Specialist, (package) Surat.				
(f)	Assistant Soil Specialist, Junagadh.				
(g)	Soil Survey Officer, Junagadh.				
(h)	Analytical Chemist, Junagadh.				
(i)	Assistant Agricultural Economist, Junagadh.				

DIRECTORATE OF AGRICULTURE—Contd.

1	2	3	4	5	6
	(j) Assistant Biochemist (Research in Fruit).		Rs.	Rs.	
	(k) Assistant Extension Agronomist, Navsari.				
	(l) Assistant Soil Survey Officer, Navsari.				
	(m) Biochemist (Research in paddy), Navagam.				
	(n) Technical Assistant (Officer) Junagadh.				
	(o) Assistant Agricultural Economist.				
20	Superintendent, Agricultural School	12	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735.	350-20-450-EB-25-525-30-675-EB-35-850	
21	Lecturer, Gramsevak Training Centre.	13	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
22	District Agricultural Officer. ..	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
23	Farm Manager ..	24	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	(a) Farm Manager, I.D.F., Jamnagar.				
	(b) Farm Manager, Halvad. ..				
	(c) Farm Manager, Umralla				
	(d) Farm Manager, Kukda				
	(e) Farm Manager, Central Experimental Farm, Sagdividi, Junagadh				
	(f) Farm Manager, Experimental Farm, Paria				

- (g) Officer in charge, Agricultural Research Station, Navagam
 - (h) Research Officer, Kothara
 - (i) Farm Manager, Mahuva Plantation, Mahuva
 - (j) Farm Manager, Navsari
 - (k) Garden Superintendent, Junagadh
 - (l) Assistant Wheat Breeder, Dhandhuka
 - (m) Assistant Plant Breeder, Godhra (Maize)
 - (n) Oilseed Research Officer, (research in Groundnut) Manund
 - (o) Assistant Plant Breeder, (research in Tobacco) Vijapur
 - (p) Assistant Plant Breeder, (research in paddy) Vyara
 - (q) Assistant Plant Breeder, (Groundnut) Talod
 - (r) Assistant Plant Breeder, (Jowar) Surat
 - (s) Assistant Plant Breeder, (wheat) Junagadh
 - (t) Assistant Plant Breeder, (Plantago) Pilwai
 - (u) Assistant Plant Breeder, (Hill Millet) Waghai
 - (v) Assistant Plant Breeder, (Oilseed) Junagadh
 - (w) Assistant Plant Breeder, Junagadh (Hybrid Castor Improvement Scheme)
 - (x) Farm Superintendent, Agriculture College, Junagadh (Mechanised Commercial Farm)
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DIRECTORATE OF AGRICULTURE—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
24	Cotton Breeders	..	4 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
25	Assistant Entomologist		9 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
26	Assistant Plant Pathologist	..	7 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
27	Assistant Agronomist	..	5 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
28	Assistant Oilseeds Extension Officer		4 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
29	Assistant Oilseeds Specialist, Junagadh		1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
30	Assistant Oilseeds Development Officer, Junagadh		1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
31	Assistant Seed Development Officer, Baroda		1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
32	Assistant Seed Development Officer, Rajkot		1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
33	Oilseed Research Officer, Amreli		1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
34	Oilseed Research Officer, Jamnagar		1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
35	Assistant Groundnut Production Officer, Amreli		2 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
36	Assistant Groundnut Production Officer, Junagadh		1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

37	Assistant Groundnut Production Officer, Himatnagar.	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
38	Assistant Horticulturist ..	5	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
39	Technical Officer ..	5	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
40	Agriculture Officer, Co-operative Farming, Ahmedabad	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
41	Dry Farming Investigator, Rajkot	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
42	Fertilizer Controller, Ahmedabad	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
43	Assistant Information Officer, Ahmedabad	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
44	District Information Officer (Package) Navsari	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
45	Assistant Statistician ..	3	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
46	Cotton Breeder, Herberium Cotton, Surat	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
47	Assistant Cytologist	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
48	Assistant Statistician, Ahmedabad (Simple Fertiliser Trial Scheme)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
49	Assistant Statistician, Ahmedabad (Improved Agriculture Statistics Scheme, Rajkot)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
50	Assistant Statistician, Baroda ..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850

DIRECTORATE OF AGRICULTURE—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
51	Assistant Statistician, Junagadh	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
52	Assistant Statistician (Benchmark Scheme) Ahmedabad	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
53	Assistant Statistician (Ad-hoc—survey scheme) Ahmedabad	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
54	Assistant Statistician (Kakrapar Scheme) Surat	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
55	Assistant Statistician (B.L.E. Scheme) Mehsana	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
56	Assistant Statistician (Paddy Pilot Survey Scheme) Baroda	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
57	Assistant Statistician (Paddy Pilot Survey Scheme) Rajkot	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
58	Field Plot Technique Officer (Research in Bajri) Jamnagar	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
59	Field Plot Technique Officer (Research in Cotton), Surat	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
60	Field Plot Technique Officer (Paddy) Navagam	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
61	Assistant Crop Specialist, Navagam	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
62	Crop Competition Officer, Baroda	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
63	Crop Competition Officer, Rajkot	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

64	Vegetable Specialist, Junagadh	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
65	Vegetable Development Officer, Junagadh	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
66	Potato Development Officer, Nadiad	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
67	Assistant Millet Specialist, Jamnagar	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
68	Tobacco Extension Officer, Anand	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
69	Sugarcane Development Officer, Junagadh	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
70	Plant Taxonomist, Junagadh	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
71	Cytogenetist, Junagadh	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
72	Plant Physiologist, Junagadh	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
73	Assistant Botanist, Junagadh	3	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
74	Civil Engineer, Junagadh	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
75	Agricultural Engineer, Baroda and Rajkot	2	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
76	Agricultural Engineer, (Boring) Junagadh	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
77	Agricultural Engineer, I.A.D.P. (Package), Surat	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
78	Agricultural Engineer, Water use and Management Scheme, Surat	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850

DIRECTORATE OF AGRICULTURE—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
79	Agricultural Engineer, Mehsana	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
80	Agricultural Engineer, (Japanese Paddy, Vyara)	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
81	Assistant Professor ..	19	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
82	Lecturer in Gramsevak Training Centre (Co-op.)	4	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
83	Lecturer, Animal Husbandry ..	3	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
84	Lecturer, Social Education ..	3	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
85	Lecturer, Public Health ..	3	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
86	Assistant District Registrar ..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
87	Chief Instructor, Work Shop Wing, G.T.C. Baroda and Junagadh	2	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
88	Chief Instructress, Home Science, G.T.C. Baroda and Junagadh	2	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
89	Assistant Accounts Officer ..	14	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
90	Assistant Soil Chemist, Kaira, Mehsana, Banaskantha, Bhavnagar, Ahmedabad	5	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
91	Cigarette Tobacco Extension Officer, Thasra	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

92	Assistant Crop Development Officer	3	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
93	Officer in charge Seed Testing Laboratory, Junagadh, Surat	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
94	Soil Physicist, Navsari	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
95	Principal, Soil Conservation Training Institute, Morvi	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
96	Land Utilisation Survey Officer, Rajkot	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
97	Assistant Plant Pathologist, Agriculture College, Junagadh (Teaching)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
98	P. A. to Superintending Agricultural Officer.	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
99	Assistant Agrilogist, Dhari	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850

Non-Gazetted

100	Office Superintendent	13	275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525
101	Agricultural Officer	190	260-15-320-EB-20-420	325-15-400-EB-20-500-EB-25-575
102	Senior Statistical Assistant	14	260-15-320-EB-20-420	325-15-400-EB-20-500-EB-25-575
103	Lecturer in Agricultural College	13	260-15-320-EB-20-420	325-15-400-EB-20-500-EB-25-575
104	Technical Assistant	6	260-15-320-EB-20-420	325-15-400-EB-20-500-EB-25-575
105	Office Superintendent	7	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525
106	Accountant	1	225-15-240-20-340	325-15-400-EB-20-500-25-525
107	Assistant Instructress	4	195-10-245-15-320	250-12-310-EB-15-400-EB-20-460

DIRECTORATE OF AGRICULTURE—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
108	Assistant Instructor	..	4 195-10-245-15-320	250-12-310-EB-15-400-EB-20-460	
109	Mechanical Supervisor	..	20 195-10-245-15-320	250-12-310-EB-15-400-EB-20-460	
	Foreman-cum-Mechanical Supervisor				
	Tractor Supervisor				
	Boring Assistant				
	Driller				
	Research Assistant				
	Workshop Superintendent				
	Mechanical Assistant				
	Assistant Agricultural Engineer				
	Constructional Overseer				
	Technical Assistant				
110	Artist	..	1 185-10-245	200-10-250-EB-12-310-15-340	
111	Senior Auditor	..	4 185-10-245	250-12-310-EB-15-370	
112	Senior Assistant/Head clerk	..	74 185-10-245	250-12-310-EB-15-370	
113	Accountant	..	1 185-10-225	250-12-310-EB-15-370	
114	Librarian	..	1 185-10-225	General scale for Librarian.	
115	Stenographer	..	13 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
116	Instructor in Rural Engineering		4 175-185-10-245-EB-10-265-15-340	250-12-310-EB-15-400-EB-20-460	
117	Civil Overseer	..	2 175-185-10-245-EB-10-265-15-340	250-12-310-EB-15-400-EB-20-460	
118	Fertiliser Inspector	..	1 170-10-200-15-245	250-12-310-EB-15-370	
119	Artist-cum-Photographer	..	1 180-10-220-15-280-20-300	200-10-250-EB-12-310-EB-15-430	

DIRECTORATE OF AGRICULTURE—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
136	Boring Operator	..	42 105-3-135	125-4-145-EB-5-165-7-200	
137	Truck-cum-Air Compressor Driver	..	40 105-3-135	125-4-145-EB-5-165-7-200	
138	Agricultural Assistant Grade II	1581	100-3-130-EB-3-136-4-160-5-180	135-5-155-EB-7-190-EB-8-230-10-250	
139	Draftsman	..	5 100-4-120-5-160	160-7-188-EB-9-215-10-265	
140	Assistant Tractor Driver	..	20 100-3-130	125-4-145-EB-5-165-7-200	
141	Assistant Bulldozer Operator	..	44 100-3-130	125-4-145-EB-5-165-7-200	
142	Junior Mechanic	..	11 100-3-130	125-4-145-EB-5-165-7-200	
143	Engine Driver	..	13 100-3-130	125-4-145-EB-5-165-7-200	
144	Agricultural Assistant Grade III.	213	100-3-130	135-5-155-EB-7-190-EB-8-230-10-250	
145	Jeep Driver/Truck Driver	..	58 100-3-130	125-4-145-EB-5-165-7-200	
146	Junior clerk	..	799 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
147	Steno-typist	..	13 91-3-130-EB-4-170 + short-hand allowance of Rs. 15-p.m.	130-5-155-EB-7-190-EB-8-230-10-240	
148	Naik	..	5 70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
149	Mali	..	72 70-1/2-80	100-2-110	
150	Peon	..	468 65-1/2-70	90-2-110	
151	Store-koolies	..	4 65-1/2-70	90-2-110	
152	Watchman	..	150 65-1/2-70	90-2-110	
153	Sweeper	..	7 65-1/2-70	90-2-110	

154	Laboratory Boy/Assistant/ Attendant/servant	..	79	65-1/2-70	90-2-110
155	Khedut	..	13	65-1/2-70	90-2-110
156	Untrained Kamgar	..	8	65-1/2-70	90-2-110
157	Peon-cum-driver	..	9	65-1/2-70	90-2-110
158	Bullockman	..	132	65-1/2-70	90-2-110
159	Sathi	..	6	65-1/2-70	90-2-110
160	Attendant	..	281	80/-consolidated	100/-consolidated

SECTION 2—DIRECTORATE OF ANIMAL HUSBANDRY

The Directorate of Animal Husbandry which was originally a part of the Department of Agriculture came into existence as a separate entity from 1st June 1963. The main functions of the Department are to help and guide cattle breeders and cultivators in maintaining and developing breeds of live stock in the State and in organizing marketing of the animals. The Department is also in overall charge of the dairy development programme in the State. The Department is also concerned with veterinary education, research and extension.

(i) Director of Animal Husbandry (Rs. 1100-1350)

The Director of Animal Husbandry is the Head of the Department comprising both the animal husbandry and dairy development sectors. On the lines indicated in the earlier Chapter on the scales of pay of the Heads of Departments the Commission recommends for the post the scale of Rs. 1300-60-1600.

(ii) Joint Director of Animal Husbandry (Rs. 900-1200)

The post of Joint Director is filled either by promotion of officers of the Gujarat Animal Husbandry Service Class I who have atleast three years of experience as such or by nomination of holders of a degree or diploma in veterinary science and experience of not less than three years in a veterinary dispensary or college or in research. The Joint Director assists the Director in all matters concerning the activities of the Department. The Gujarat Veterinary Services Officers' Association has asked for a pay scale of Rs. 1300-1800 for the post of Joint Director on the ground of heavy responsibilities and comparison with the regional level posts of other Departments. The Director of Animal Husbandry has suggested a scale of Rs. 1200-1400. The Commission is of the view that the post of Joint Director could be reasonably equated with several other posts of comparable level in other Departments in keeping with the principle of broad banding and accordingly recommends a scale of Rs. 1050-50-1100-60-1400.

(iii) General Manager, Milk Conservation Project, Rajkot (Rs. 800-1100)

The post is not filled up so far and the recruitment rules for the post are not finalised as yet. However, in the draft recruitment rules prepared by the Department, it has been proposed to fill up the post by transfer or by promotion of officers in the Gujarat Dairy/Animal Husbandry/Agricultural Service, Class I or Class II of the Department who possess a 1st Class-degree in Dairy Husbandry or Dairy Technology or 1st Class or high 2nd Class in Agriculture or Animal Husbandry followed by specialised training in any branch of dairy industry.

The duties of the General Manager involve supervision over processing, procurement and distribution of milk in the project covering Rajkot City and surrounding areas.

The Head of the Department has suggested a revised scale of Rs. 1200-50-1400 for this post.

The Commission considers that the level of responsibility of the post is comparable to that of Joint Director and accordingly recommends the scale of Rs. 1050-50-1100-60-1400 for this post.

(iv) Principal, Veterinary College (Rs. 900-1200)

Appointment to the posts of Principals is made either on promotion of Professors or by nomination of a candidate with M. Sc. degree in First class or experience of four years as Professor. The Veterinary Services Officers' Association and the Director have recommended the same scales of pay as for the post of Joint Director, respectively recommended by them. The Commission considers that both in regard to the nature of responsibility and vertical relativities the post of Principal, Veterinary College can be compared to the post of Principal of the Agriculture College and accordingly recommends the scale of Rs. 1050-50-1100-60-1400.

(v) **Dairy Engineer (Rs. 570-1100)**

The qualification for the post of Dairy Engineer is a degree in Mechanical or Dairy Engineering. The duties of the Dairy Engineer relate to the maintenance and repairs of Dairy plants and vehicles and supervision of the Engineering and Automobile sections.

The Head of the Department has suggested a revised scale of Rs. 750-1200 for this post. The Commission considers that the executive and technical responsibilities of the post are of a level comparable to that of an Executive Engineer of the Public Works Department. The scale of Rs. 700-40-860-EB-50-1110-55-1275 is therefore recommended for this post.

(vi) **Deputy Director (Rs. 370-1100)**

The posts of Deputy Directors are filled either by direct recruitment of candidates who hold a degree or diploma veterinary science with three years' experience in a veterinary hospital or dispensary or college or in research or by promotion of officers of the Gujarat Animal Husbandry Services Class II. The Veterinary Officers' Association has recommended a scale of Rs. 750-1200 for these posts. The same scale has been recommended by the Director also. The Director has pointed out that the post of Deputy Director at the Headquarters carry administrative as well as technical responsibilities and should therefore carry a higher scale of pay. Having regard to the promotion relativities and the overall nature of responsibility attached to the posts the Commission considers that these posts should be at par with other class I posts of other Departments and there is no case for rating them differently. Accordingly, the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 is recommended.

(vii) **Gujarat Animal Husbandry Service, Class I (Rs. 370-1100)**

Appointment to the posts included in this cadre is made either by promotion of officers of the Class I cadre or by nomination of candidates possessing qualifications as mentioned below:—

- (1) *for the post of Cattle Development Officer :*
degree or diploma in Agriculture or Veterinary Science, post-graduate training in Animal Husbandry, dairy and allied subjects and atleast 5 years' experience in live stock management.
- (2) *for the post of Senior Research Officer :*
degree in Veterinary Science or Agriculture and experience in Animal Husbandry.
- (3) *for the post of Project Officer :*
degree in Veterinary Science.
- (4) *for the post of Regional Dairy Development Officer :*
degree in Agriculture or Animal Husbandry or in Dairy.
- (5) *for the post of Professor :*
M. Sc. in 1st Class.
- (6) *for the post of Research Officer :*
same as for Professors.
- (7) *for the post of Project Officer, Poultry :*
degree in Veterinary Science.
- (8) *for the post of Officer on Special Duty :*
qualifications in Dairy Engineering.
- (9) *for the post of Manager T.C.M. Cremery :*
degree or diploma in Dairy or promotion from Class II posts on the dairy section.

The Gujarat Veterinary Services Officers' Association has asked for the scale of Rs. 750-1200 for the class I posts citing in support the heavy responsibility of the technical personnel of the Department. The Association has also put forward the plea that teaching staff of veterinary colleges should carry the pay scale as in any Agricultural University. The Director of Animal Husbandry has suggested a uniform scale of pay of Rs. 750-1200 for all the Class I posts. He has pointed out that the Department has been facing considerable recruitment difficulties especially in regard to the posts of Research Officers, Cattle Development Officers and Professors. He pointed out that as against 22 posts in the class I cadre, 7 posts were vacant.

In regard to the scale of pay of Professors the Secretary, Agriculture and Co-operation Department pointed out that there is no Agriculture University in the State and as such the parity with the scales of pay in an Agriculture University cannot be asked for. Moreover, teaching posts are interchangeable with corresponding posts in the Department and as such it would not be feasible to have different scales of pay for the teachers. The Commission is of the view that on the whole the posts at Class I level in the Department of Animal Husbandry can be reasonably compared with the posts in the Agriculture Department and as such recommends the same scale of pay but having regard to the fact that the Department has been experiencing considerable difficulty of recruitment and flight of personnel, the Commission recommends that a higher start of Rs. 560 in the same scale may be admissible to those who hold a post-graduate degree in Veterinary Science till 1970-71. The position may be reviewed thereafter and the provision for higher starting pay discontinued if necessary.

(viii) **Gujarat Animal Husbandry Service, Class II (Rs. 245-735)**

The largest number of posts in this cadre are those of District Animal Husbandry Officers and of Assistant Professors. Direct recruitment to the post of District Animal Husbandry Officers is made of those who have a degree or diploma in Veterinary Science or by promotion of Veterinary Officers Grade I. In the case of Assistant Professors the direct recruitment qualification is a Master's degree or degree in Veterinary Science in First Class and promotion is made from the Veterinary Officers Grade I such as Lecturers.

The Veterinary Services Officers' Association has represented that the scales of pay at this level are unattractive and has therefore demanded a revision of the scale to Rs. 750-1200 for the posts of District Animal Husbandry Officers and Rs. 470-1100 for other Class II posts. Their demand is that the post of District Animal Husbandry Officer should be upgraded to Class I. The Association has further pointed out that promotion to Class I posts is scarce and that several posts in Class II are vacant on account of the unattractive scales of pay. The Director has recommended a scale of Rs. 500-950 for the Class II posts mainly on the ground that on promotion the District Animal Husbandry Officer would lose free quarters and private practice. On this point the Secretary, Agriculture and Co-operation Department, has observed that there would be little earning from private practice since there is no possibility of practice in this field and that as against the loss of rent free quarters the District Animal Husbandry Officer has the advantage that he will not be called upon any time to attend to his work and further that not all Veterinary Officers are entitled to free housing. The Commission accepts this view and considers that the class II posts of the Animal Husbandry Department could be reasonably equated with corresponding posts of the Agriculture Department and accordingly recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850. A higher start at Rs. 390 may be made admissible to graduates in Veterinary Science as an incentive upto 1970-71 in view of the need for attracting qualified candidates at this level.

(ix) **Veterinary Officers (Grade I Rs. 280-470)**
(Grade II Rs. 225-300)

Post of Veterinary Officers exist at two levels. Appointments of Veterinary Officers Grade I are made by promotion from Grade II Veterinary Officers. The qualifications prescribed are

graduation in Veterinary Science and post-graduate training. Their duties are to investigate into cattle diseases.

Appointments of Veterinary Officers Grade II are made by nomination of those who are graduates in Veterinary Science and Animal Husbandry. Their duties relate to treatment of animals.

The Veterinary Officers Grade I are eligible for promotion as District Animal Husbandry Officer and to other class II posts.

The Gujarat Veterinary Services Association has submitted that the existing pay scale for a Veterinary graduate is unattractive considering the fact that the education is arduous and longer than the Medical or the Engineering course, and that over 40 veterinary graduates have left the services during last 5 years. The Association has also stated that higher posts are only few and chances of promotion even after 10-15 years of service in lower cadres are remote. In view of these facts the Association has demanded a scale of Rs. 470-40-830-EB-1100 for Gujarat Animal Husbandry Service Class II (senior) (the posts of Veterinary Officers Grade I being adjusted in this Class) and Rs. 300-20-400-EB-25-800 for Gujarat Animal Husbandry Service Class II (junior).

The Head of the Department has proposed the merging of the pay scales of Veterinary Officers, Grade I and Grade II and has recommended one running scale of Rs. 300-20-400-25-550. He has also suggested the upgradation of the posts of Veterinary Officers to Class II. He has also compared the Veterinary graduates with Medical graduates.

The Director also pointed out that there has been considerable difficulty in recruitment of Veterinary Officers with the result that the Veterinary College has had to take stipendiary students. In 1967 there existed 110 vacancies of Veterinary Officers *i.e.* 44% of sanctioned posts. At the time of formation of Gujarat State, Veterinary graduates from other States *viz.* Madras, Mysore, Kerala were allotted to this State and so far, 51 Veterinary graduates have left the services.

In the course of discussion with the Commission, the Secretary, Agricultural and Co-operation Department observed that the two grades of Veterinary Officers could be reasonably combined into one if there is no difference in qualification but felt that there is a difference in qualification for the two grades and therefore the difference in the grades would be justified.

The Commission has carefully examined the Director's proposal for the integration of the two grades. The difficult recruitment situation faced by the Department is a valid consideration in this regard especially because recruitment of graduates is made only to the lower of the two grades. The prospects of reaching a reasonable maximum without having to be promoted to an intermediate level may well serve as an inducement and help attract recruits to the Department. The qualifications prescribed for promotion to the higher level are not really such as would introduce any special selectivity. The Commission therefore considers that the two cadres could be combined and put on a running scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550. In view of the recruitment problem the Commission recommends that Veterinary graduates may start at a stage corresponding to three increments on the same scale and this may be reviewed in 1970-71 in the light of the then prevalent man-power situation in the Department.

Other posts of comparable level are recommended to be put on the same scale. The Director of Animal Husbandry has also recommended that the Veterinary Officers on the unified scale should get a special pay of Rs. 100 p.m. when appointed as technical assistant in lieu of private practice and free quarters. The Commission does not favour any such arrangement. Interchangeability of personnel between the two types of posts is not only desirable but is an inescapable administrative contingency. Besides provision of free housing is made with reference to the duties and requirements of specific jobs and the same privilege or compensation in its place cannot be assured to incumbents of such posts who may have to be transferred elsewhere.

**(x) Milk Procurement Officer, Assistant Dairy Development Officer, Dairy Surveyor
(Rs. 260-370)**

Appointments to the posts mentioned above are made by promotion of Milk Organisers and Shift Managers (Rs. 195-245). The basic qualification for the post is B.Sc. (Agriculture) or B.Sc. (Dairy) or B.Sc. (Veterinary) and experience of 3 to 5 years in the dairy line. The duties of these officers relate to procurement of milk for Government dairies, preparation of survey reports, grass land management etc.

These officers are eligible for promotion to posts in the Class II cadre such as Dairy Manager (Rs. 245-735).

The Head of the Department has suggested a revised scale of Rs. 340-10-400-EB-15-520 for these posts.

Considering mainly the promotion relativities and the nature of responsibility shouldered by the incumbents of these posts the Commission recommends the scale of Rs. 325-15-400-EB-20-500-25-525.

**(xi) Milk Organiser (Rs. 195-245)
Shift Manager (Rs. 195-245)
Inspector (Banni Development) (Rs. 195-285)**

Appointment to the post of Milk Organiser is made by nomination or by promotion from Dairy Supervisor (Rs. 145-245). For nominee, the qualification is B. Sc. (Agriculture) or diploma in Dairy. His duties relate to the organisation of milk producers' Co-operative Union/societies.

Recruitment qualifications and mode of recruitment to the post of Shift Manager are similar to those of Milk Organiser. His duties are to supervise the processing milk and manufacture of bye-products.

The recruitment rules for the post of Inspector, Banni Development, have not been framed. However, appointments of Inspectors have been made from candidates possessing B.Sc. (Dairy). They carry out dairy survey work in the Banni area under the Development Scheme for the area.

The Head of the Department has suggested revised scale of Rs. 300-15-375-EB-20-475-25-550 for all these posts.

Having regard to the comparable qualifications and spheres of responsibilities the Commission recommends a uniform scale of Rs. 250-12-310-EB-15-400-20-420 for all these posts.

(xii) Field Inspector and Grass Land Inspector (Rs. 145-300)

Appointments are made by nomination or promotion from Fieldmen. The basic qualification prescribed for the post is B. Sc. (Agriculture) or I.D.D. with experience of milk collection or analysis.

The duties of Grass Land Inspectors relate to the inspection of grass land allotted to the Co-operative Societies supplying milk to the dairy and those of Field Inspector relate to supervision of milk procurement; these posts can be reasonably equated with the posts of Agriculture Supervisors for which a pay scale of Rs. 200-10-250-EB-12-310-EB-15-430 has been recommended. The Commission recommends the same pay scale for these posts.

- (xiii) **Milk Inspector** (Rs. 145-185)
Dairy Supervisor (Rs. 145-185) (Rs. 145-245)
Supervisor, Chilling Centre (Rs. 145-245)

The appointment to the post of Milk Inspector is made by nomination of those having a diploma in Dairy or B.Sc. (Agriculture). They are required to check the working of the centre managers and salesman.

Recruitment to the post of Dairy Supervisor is made by nomination of those possessing a diploma in Dairy. The Supervisor's duties are maintenance of milk record, checking and supervision over labourers.

Appointment of Supervisor Chilling Centre is made by nomination of those possessing a B.Sc. degree in Agriculture or Dairy. The duties of the post relate to the processing of milk and by-products.

The Head of the Department has suggested revised scale of Rs. 220-10-300-EB-15-375 for these posts.

The Commission agrees that all these posts could be reasonably grouped together and recommends a uniform scale of Rs. 200-10-250-EB-12-310-15-340.

- (xiv) **Field Assistant** (Rs. 100-180)

The posts of Field Assistants are filled by direct recruitment of candidates possessing a diploma in Agriculture. They are required to guide the cultivators in making silopits and in treating animals. In terms of recruitment qualifications the posts are comparable to those of Agricultural Assistants for which the Commission has suggested the pay scale of Rs. 135-5-155-EB-7-190-EB-8-230-10-250. The Commission recommends the same pay scale for these posts also.

- (xv) **Field Man** (Rs. 100-170)

Appointment of Fieldmen is made by direct selection of holders of a diploma in Agriculture and 3 years' experience in field work. Their duties are confined to milk procurement only. The Commission considers that these posts are comparable to those of Field Assistants and recommends the same pay scale as for Field Assistants.

- (xvi) **Milk Despatcher-cum-Centre Inspector** (Rs. 100-170)
Milk Procurement Supervisor (Rs. 100 fixed)

These posts are filled by direct selection of candidates who have passed the S.S.C. Examination and have experience in the dairy line. The duties of Milk Despatcher-cum-Centre Inspector are of a routine nature relating to despatching milk and inspection of milk collection centres. The duties of Milk Procurement Supervisor relate to collection of milk certifying the fat, content, specific gravity and the quantity supplied.

Having regard to the qualifications laid down and the functions performed by the incumbents of these posts, the Commission considers that a common scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 would be adequate for these two categories of posts.

- (xvii) **Veterinary Stockmen** (Rs. 100-180)

The posts of Stockmen are filled by nomination of candidates who have passed S. S. C. Examination and have undergone departmental training for one year. The duties of Stockmen relate to the treatment of sick animals, vaccination, etc.

The Stockmen have no prospects of promotion.

The Head of the Department has suggested a revised scale of Rs. 185-10-265-EB-10-315 for this post. He has made comparison of the posts of Stockmen with similar posts in Public Health Department, the pay scales of which are Rs. 145-230 and Rs. 145-190.

A number of Veterinary Stockmen have represented to the Commission asking for a higher pay scale of Rs. 170-6-200-EB-8-240-10-300. They have made a comparison of scales of Stockmen with (1) Sanitary Inspectors in Public Health Department, who undergo training of six months' duration and are in the scale of Rs. 137-205 and (2) Technical Assistants in Building and Communication Department and Irrigation and Power Department and (3) Agricultural Supervisors in the Agriculture Department and stated that they have further scope in their Departments, whereas Stockmen have little prospects for further promotion.

The Gujarat Veterinary Association has demanded a pay scale of Rs. 220-10-300-EB-15-375 for senior Stockmen who have undergone advanced training in Animal Husbandry activities and scale of Rs. 170-6-200-EB-10-300 for other Stockmen.

The Secretary, Agriculture and Co-operation Department, has stated that the Stockman is concerned with the care of cattle and he can be compared with the Dresser in a dispensary.

The Commission considers that the fact of lack of promotion avenues for Stockmen and the type of training they have to undergo are factors to be taken into consideration in determining their scales of pay. In this regard they could be reasonably equated with the Agricultural Assistants or qualified Compounders and accordingly the Commission recommends the scale of Rs. 135-5-155-EB-7-190-EB-8-230-10-250.

As stated earlier the Stockmen have no chances of promotion and they have to retire as such. The cadre of Stockmen is very large. The Commission therefore considers that some incentive for progression for the incumbents of the cadre of Stockmen is necessary either by providing for a higher grade or a selection grade. Consistent with the principle of providing for a selection grade in such cadres, the Commission recommends that 20% of the posts of Stockmen may be put on the selection grade of Rs. 225-12-285-EB-15-345.

(xviii) **Special Pays**

A special pay of Rs. 30 p.m. is admissible to the Veterinary Officer attending the slaughter house. The Director proposed its continuance based on the actual work load subject to a minimum and a maximum. The Commission considers that relating the special pay to the work load in such cases would be impracticable. However, the Commission recommends that the special pay may be continued at the rate of Rs. 25 p.m.

The Research Assistant on the scale of pay of Rs. 225-300 gets a special pay of Rs. 30 p.m. The Department has justified the special pay on the ground that it has been given in lieu of loss of private practice. The Commission has already discussed this point earlier in a different context. The special pay is not justified and may therefore be discontinued.

SCHEDULE

DIRECTORATE OF ANIMAL HUSBANDRY

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Rs.	Recommended time scale of pay	Rs.	Remarks
1	2	3	4		5		6
	<i>Gazetted</i>						
1	Director, Animal Husbandry ..	1	1100-1100-40-1300-50-1350		1300-60-1600		
2	Joint Director ..	1	900-30-960-40-1200		1050-50-1100-60-1400		
3	Principal, Veterinary College, Anand	1	900-30-960-40-1200		1050-50-1100-60-1400		
4	General Manager, Milk Conservation Project, Rajkot	1	800-50-1100		1050-50-1100-60-1400		
5	Dairy Engineer ..	1	570-40-770-EB-40-1050-50-1100		700-40-860-EB-50-1110-55-1275		
6	Deputy Director ..	4	(370-395)-420-30-510-35-755-EB-40-875-45-1100		500-30-620-EB-40-820-45-1000-EB-50-1250		
7	Cattle Development Officer ..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100		500-30-620-EB-40-820-45-1000-EB-50-1250		
8	Senior Research Officer ..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100		500-30-620-EB-40-820-45-1000-EB-50-1250		
9	Project Officer in charge, Intensive Cattle Development	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100		500-30-620-EB-40-820-45-1000-EB-50-1250		
10	Regional Dairy Development Officer	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100		500-30-620-EB-40-820-45-1000-EB-50-1250		
11	Officer on Special Duty ..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100		500-30-620-EB-40-820-45-1000-EB-50-1250		
12	Manager, T.C.M. Cremery ..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100		500-30-620-EB-40-820-45-1000-EB-50-1250		

DIRECTORATE OF ANIMAL HUSBANDRY—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
13	Professors	..	12 (370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
14	Research Officer, Parasitology and Infertility	2	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
15	Project Officer (Poultry)	..	1 (370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
16	Sheep Development Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
17	Poultry Development Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
18	Officer in charge, Key Village Scheme	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
19	Technical Officer (Dairy)	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
20	Technical Officer (Plan)	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
21	Fodder Development Officer	..	2 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
22	Milk Yield Competition Officer	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
23	Marketing Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
24	Exhibition Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
25	Assistant Rinder Pest Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

26	Gaushala Development Officer	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
27	Artificial Insemination Officer ..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
28	Assistant Research Officer, Sheep Research Station	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
29	Superintendent, Sheep Breeding Farm	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
30	Assistant Disease Investigation Officer	2	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
31	Assistant T.B. Officer ..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
32	Superintendent, Cattle Breeding Farm	5	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
33	Dairy Extension Officer ..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
34	Rural Dairy Extension Officer (Key Village Scheme)	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
35	Officer in charge, Central semen Collection Centre	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
36	Deputy Dairy Development Officer	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
37	Deputy Dairy Extension Officer	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
38	Manager, Milk Supply Scheme..	2	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
39	Assistant Professor and Hospital Superintendent	21	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
40	District Animal Husbandry Officer	19	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850

DIRECTORATE OF ANIMAL HUSBANDRY—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
41	Deputy Dairy Engineer	..	2 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
42	Assistant Plant Manager	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
43	Research Officer (Statistics)	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
44	P. A. to Director	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
45	Assistant Accounts Officer (Ahmedabad) and Accounts Officer in Dairy Section, Rajkot	..	2 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
46	Statistical Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
47	Assistant Registrar (Co-operative Society)	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
48	Assistant District Registrar	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
49	Banni Development Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
50	Administrative Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	<i>Non-Gazetted</i>				
51	Marketing Inspector	..	2 280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550	
52	Technical Assistant (Veterinary Officer Grade I)	..	6 280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550	
53	Assistant Artificial Insemination Officer	..	2 280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550	
54	Manager, Sheep Breeding Farm	..	2 280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550	
55	Live Stock Inspector	..	1 280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550	

56	Supervisor, Sheep Extension Centre	2	280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550	
57	Veterinary Officer Grade I	..	4	280-15-355-15-370-20-470 + special pay of Rs. 30/-p.m. for doing slaughter house duty	250-12-310-EB-15-400-EB-20-500-25-550
58	Senior Lecturer	..	3	280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550
59	Technical Assistant	..	2	280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550
60	Lecturer/Research Assistant	..	32	280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550
61	Agriculture Officer, Cattle Breeding Farm		1	280-15-355-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550
62	Assistant Dairy Development Officer		1	260-10-280-15-370	325-15-400-EB-20-500-25-525
63	Dairy Surveyor	..	1	260-10-280-15-370	325-15-400-EB-20-500-25-525
64	Milk Procurement Officer	..	1	260-10-280-15-370	325-15-400-EB-20-500-25-525
65	Electrical Chargeman	..	2	260-10-280-15-370	250-12-310-EB-15-400-EB-20-500-25-550
66	Mechanical Chargeman	..	1	260-10-280-15-370	250-12-310-EB-15-400-EB-20-500-25-550
67	Refrigeration Mechanic	..	1	260-10-280-15-370	250-12-310-EB-15-400-EB-20-500-25-550
68	Chargeman-cum-Mechanic	..	3	260-10-280-15-370	250-12-310-EB-15-400-EB-20-500-25-550
69	Dairy Inspector (Cattle Breeding Farm)		1	260-10-280-15-370	325-15-400-EB-20-500-25-525
70	Chargeman-cum-Head Mechanic		1	260-10-280-15-370	250-12-310-EB-15-400-EB-20-500-25-550
71	Stores Superintendent	..	1	260-10-280-15-370	325-15-400-EB-20-500-25-525
72	Internal Auditor	..	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525
73	Office Superintendent	..	5	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525

Special pay to
be continued for
doing slaughter
house duty at
Rs. 25/-p.m.

DIRECTORATE OF ANIMAL HUSBANDRY—Contd.

1	2	3	4	5	6
			Rs.	Rs.	Special pay to be discontinued
74	Research Assistant (Parasitology)	1	225-10-255-EB-15-300 + special pay of Rs. 30/-p.m.	250-12-310-EB-15-400-EB-20-500-25-550	
75	Veterinary Officer Grade II, Research Assistant, Junior Lecturer, etc.	20	225-10-255-EB-15-300	250-12-310-EB-15-400-EB-20-500-25-550	
76	Assistant Project Officer (Poultry)	2	225-10-255-EB-15-300	250-12-310-EB-15-400-EB-20-500-25-550	
77	Manager, Cattle Breeding Farm	1	225-10-255-EB-15-300	250-12-310-EB-15-400-EB-20-500-25-550	
78	Paddock Superintendent	1	225-10-255-EB-15-300	250-12-310-EB-15-400-EB-20-500-25-550	
79	Superintendent, Poultry Breeding Farm	2	225-10-255-EB-15-300	250-12-310-EB-15-400-EB-20-500-25-550	
80	Manager, Poultry Farm	1	225-10-255-EB-15-300	250-12-310-EB-15-400-EB-20-500-25-550	
81	Head Mechanic	1	200-10-300	250-12-310-EB-15-400-EB-20-460	
82	Dairy Bacteriologist	1	195-10-205-15-370	250-12-310-EB-15-400-EB-20-480	
83	Senior Chemist	1	195-10-205-15-370	250-12-310-EB-15-400-EB-20-480	
84	Milk Organiser	7	195-10-245	250-12-310-EB-15-400-20-420	
85	Shift Manager	5	195-10-245	250-12-310-EB-15-400-20-420	
86	Inspector, Banni Development	2	195-10-285	250-12-310-EB-15-400-20-420	
87	Exhibition Assistant	1	185-10-245	200-10-250-EB-12-310-15-340	
88	Head Clerk-cum-Accountant	18	185-10-245	250-12-310-EB-15-370	
89	Agricultural Supervisor	1	185-10-245	200-10-250-EB-12-310-EB-15-400	
90	Artist, Exhibition Assistant, etc.	2	185-10-245	200-10-250-EB-12-310-15-340	

91	Laboratory Technician	..	6	185-10-255-15-270	200-10-250-EB-12-310-EB-15-400
92	Research Assistant	..	1	180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550
93	Accountant	..	10	180-10-210-15-225	250-12-310-EB-15-370
94	Stenographer	..	5	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460
			1	145-5-170-6-200-EB-6-248-8-274	250-12-310-EB-15-400-EB-20-460
95	Co-operative Officer	..	3	180-10-280	250-12-310-EB-15-370
96	Fodder Development Assistant		1	180-10-280	200-10-250-EB-12-310-EB-15-430
97	Statistical Supervisor	..	3	180-10-220-EB-15-280	200-10-250-EB-12-310-EB-15-400
98	Manager, Cattle Breeding Farm		1	180-10-220-EB-15-280	250-12-310-EB-15-400-20-420
99	Statistical Inspector	..	2	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400
100	Graduate Assistant	..	1	145-10-245-EB-10-285-15-300	200-10-250-EB-12-310-EB-15-430
			1	125-5-145-8-185-EB-10-245	200-10-250-EB-12-310-EB-15-430
101	Dairy Extension Assistant	..	5	145-8-185-10-245	200-10-250-EB-12-310-15-340
102	Assistant Artist	..	1	145-5-245	200-10-250-EB-12-310-15-340
103	Supervisor, Chilling Centre	..	2	145-8-185-10-205-EB-10-245	200-10-250-EB-12-310-15-340
104	Milk Inspector	..	2	145-8-185	200-10-250-EB-12-310-15-340
105	Refrigeration Operator	..	2	145-8-185-10-245	175-8-215-EB-10-255-12-315-EB-15-345
106	Mechanic-cum-Electrician	..	4	145-8-185	175-8-215-EB-10-275
107	General Fitter	..	1	145-8-185	175-8-215-EB-10-275
108	Dairy Supervisor	..	3	145-8-185	200-10-250-EB-12-310-15-340
			9	145-8-185-10-205-EB-10-245	200-10-250-EB-12-310-15-340
109	Senior Reserach Assistant	..	1	145-8-185-10-205-EB-10-245	200-10-250-EB-12-310-15-340
110	Dairy Superintendent	..	1	145-8-185-10-205-EB-10-245	200-10-250-EB-12-310-15-340

DIRECTORATE OF ANIMAL HUSBANDRY—Contd.

1	2	3	4	5	6
			Rs.		
111	Junior Research Assistant	1	145-8-185-10-205-EB-10-245	200-10-250-EB-12-310-15-340	
112	Statistical Assistant	2	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
		1	160-5-190-7-208-8-216-EB-9-240-10-310-EB-10-330-20-370	200-10-250-EB-12-310-EB-15-400	
113	Senior Clerk-cum-Cashier/ Storekeeper-cum-Stationery clerk	61	145-8-185	200-10-250-EB-12-310	
114	Librarian	1	145-8-185	General scale for librarian	
115	Field Inspector	5	145-10-245-10-285-15-300	200-10-250-EB-12-310-EB-15-430	
116	Grass Land Inspector	4	145-10-245-10-285-15-300	200-10-250-EB-12-310-EB-15-430	
117	Electrician-cum-Mechanic	1	137-4-165-EB-4-185-5-190	175-8-215-EB-10-275	
118	Operator	1	125-5-145-8-185	175-8-215-EB-10-275	
119	Agricultural Officer	2	125-5-145-8-185-EB-10-245	200-10-250-EB-12-310-15-340	
120	Chemist	2	125-5-145-8-185-EB-10-245	200-10-250-EB-12-310-EB-15-400	
121	Junior Chemist	2	125-5-145-8-185-EB-10-245	200-10-250-EB-12-310-EB-15-400	
122	Wireman	2	125-6-173-7-180	160-7-188-EB-9-215-10-265	
123	Wireman	1	125-5-145	160-6-172-7-200	
124	Dairy Chemist	3	125-5-145	200-10-250-EB-12-310-15-340	
125	Boiler Attendant, Refrigeration Operator	21	125-5-145	160-6-172-7-200	
126	Manager, Cattle Breeding Farm	1	125-5-145-8-185-EB-10-245	200-10-250-EB-12-310-15-340	
127	Electrician	1	125-5-185	160-7-188-EB-9-215-10-265	
128	Audit Clerk	1	125-6-173-7-180	200-10-250-EB-12-310	

129	Truck driver	..	1	104-4-140-5-160	130-5-155-EB-7-190-EB-8-230-10-240	Selection grade of Rs. 225-12-285-EB-15-345
130	Stockman-cum-Laboratory Assistant	..	3	100-3-130-EB-3-136-4-160-5-180	135-5-155-EB-7-190-EB-8-230-10-250	
131	Farm Assistant	..	4	100-3-130-EB-3-136-4-160-5-180	135-5-155-EB-7-190-EB-8-230-10-250	
132	Field Assistant	..	5	100-3-130-EB-3-136-4-160-5-180	135-5-155-EB-7-190-EB-8-230-10-250	
133	Stockman/Laboratory Assistant/Agricultural Assistant and similar other posts	..	295	100-3-130-EB-3-136-4-160-5-180	135-5-155-EB-7-190-EB-8-230-10-250	
134	Fieldman	..	20	100-3-130-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
135	Boiler Attendant	..	1	100-3-130	125-4-145-EB-5-165-7-200	
136	Mechanic-cum-Operator	..	2	100-3-130	125-4-145-EB-5-165-7-200	
137	Fitter	..	2	100-3-130	125-4-145-EB-5-165-7-200	
138	Pump Operator	..	1	100-3-130	125-4-145-EB-5-165-7-200	
139	Carpenter	..	1	100-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
140	Black-smith	..	1	100-3-130	125-4-145-EB-5-165-7-200	
141	Agricultural Assistant	..	4	100-3-130	135-5-155-EB-7-190-EB-8-230-10-250	
142	Engine Driver	..	3	100-3-130	125-4-145-EB-5-165-7-200	
143	Dairy Assistant	..	1	100-3-130-3-136-EB-4-160-5-180	135-5-155-EB-7-190-EB-8-230-10-250	
144	Junior Clerk/Accounts Clerk	..	133	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
145	Milk Despatcher-cum-Centre Inspector	..	6	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
146	Statistical Investigator	..	19	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
147	Driver	..	16 41 2	100-3-130-4-170 100-3-130 105-4-145	130-5-155-EB-7-190-EB-8-230-10-240 125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200	

DIRECTORATE OF ANIMAL HUSBANDRY—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
148	Milk Procurement Supervisor	12	100/-fixed	130-5-155-EB-7-190-EB-8-230-10-240	
149	Computer	8	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
150	Carpenter	2	85-5-105	110-3-140	
151	Blacksmith-cum-tinsmith	1	85-5-105	110-3-140	
152	Welder	1	85-5-105	110-3-140	
153	Dairymen or Milk Recorder and Head Gawal	8	75-2-105	110-3-140	
154	Daftar Band	1	75-1-85	100-3-130	
155	Naik	1	70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
156	Dresser	3	70-1-80	100-3-130	
157	Mukadam	2	70-1-85	100-3-130	
158	Sweeper/Peon/Watchman/Career/Attendant/Flockman/Mazdoor/Gawal/Mali/Distribution Labour/Dairy Labour/Cleaner-cum-Pro Labour/Fireman/Helper/Cleaner/Thathiyar/Khéd-cum-Kilk Deliveryman/Dairy Attendant/Laboratory Attendant/Coachman/Camel-Trainer-cum-Milk Deliveryman/Syce/Ferlor/Sathi.	466	65-1/2-70	90-2-110	

SECTION 3—FORESTS DEPARTMENT

The functions of this Department consist of—

- (a) Protection, Conservation and Development of forests;
- (b) Adoption of measures for the prevention of soil erosion and increasing soil fertility;
- (c) Exploitation and utilisation of forest resources, consistent with their permanent maintenance and the needs of supply to the people, agriculture and industries;
- (d) Research in silviculture, utilisation and other problems affecting the regeneration and development of forests.

Posts of the Chief Conservator of Forests, Conservator of Forests and a majority of posts in class I are borne on the cadre of the Indian Forest Service. As such the Commission is not required to consider the pay scales of such posts.

(i) Divisional Forest Officer (Rs. 370-1100)

Except for a few residuary posts other posts of Divisional Forest Officers are included in the cadre of the Indian Forest Service. The posts are filled by promotion of Sub-Divisional Forest Officer. The duties of the post relate to the management of the forests within respective circles. The Divisional Forest Officers have to arrange for exploitation, regeneration and protection of forests, according to sanctioned working plans. They conduct sales, supply material to Departments and to the Public and realise revenues.

The Chief Conservator of Forests has stated that the senior scale of The Indian Forest Service is Rs. 700-1250, whereas in Gujarat State the class I scale is Rs. 370-1100. The difference is thus large. The Maharashtra Government, has, therefore, revised the scale of Divisional Forest Officers to Rs. 650-1100. The Chief Conservator of Forests was of the view that the same scale of the Indian Forest Service be adopted for class I posts as the work and responsibility are the same. The Chief Conservator of Forests therefore recommended a scale of Rs. 700-1250 for Divisional Forest Officers. The Secretary, Agriculture and Co-operation Department, was of the view that there is no basis in principle for making a distinction between the two pay scales because both are expected to do the same work and produce the same result. So long as the work and the results expected from officers are the same, differences in the selective process for these two categories of officers does not matter.

The Commission does not agree with this view. As pointed out elsewhere the considerations that are relevant to the determination of scales of pay of All-India Services are not all relevant in the context of devising the pay structure of State Services and certainly cannot apply with the same force. The relativities within the State Services are more pertinent to the context and more important than comparisons with the scale of remuneration of All-India Services. The Commission is therefore of the view that there is no case for rating the residuary posts any higher than the class I service of other Departments. Accordingly, the Commission recommends the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 for these posts.

(ii) Sanctuary Superintendent (Rs. 370-1100)

The post of Game Sanctuary Superintendent has been newly created. The appointment to this post is still to be made through the Gujarat Public Service Commission. The Head of the Department has pointed out that if the Forest Officer is appointed to this post he could have chances of promotion along with other Divisional Forest Officers, but if the post is manned by an officer from outside the Department he will have no promotional opportunity. On this ground the scale of Rs. 700-40-1100-50/2-1250 has been recommended for this post.

The recruitment qualification for this post is a degree/diploma/higher standard certificate in forestry of Indian Forest College Dehradun or Southern Forest Rangers College, Coimbatore or any Foreign Institution preferably with wild life management or 3 years' practical experience of Zoo administration.

The duties of the post consist of promotion of the welfare of the wild life throughout the State and specifically in game sanctuaries, carrying out improvements to Sanctuaries looking after tourist traffic and promoting interest in the public about wild life.

The Commission finds no reason to recommend a higher scale of pay for the post than that recommended for the posts of Divisional Forest Officers outside the Indian Forest Service cadre. The scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 is therefore recommended for this post also.

(iii) Sub-Divisional Forest Officer (Rs. 245-735)

Appointment of Sub-Divisional Forest Officers is made either by direct selection of those who possess a B.Sc. degree or by promotion of Rangers who possess a Ranger's certificate and have put in eight years' service. The Sub-Divisional Forest Officer assists the Divisional Forest Officer in the discharge of his functions. The Chief Conservator of Forests pointed out that there is a substantial difference between the scales of class II posts of the State services and of Junior Indian Forest Service Officers.

On the analogy of his recommendation for parity between the scales of the Indian Forest Service and of the posts of Divisional Forest Officers of the State Forest Service the Chief Conservator of Forests has recommended a scale of Rs. 350-950 for the post of Sub-Divisional Forest Officers. Consistent with the Commission's approach in this regard as outlined above the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 is recommended for these posts.

(iv) Zoo Superintendent (Rs. 225-420)

Appointment of the Zoo Superintendent is made by direct selection of those holding Science degree. The Superintendent is in overall charge of Zoo administration. The post is practically isolated and has no prospects of advancement. The Commission recommends for this post the scale of Rs. 325-15-400-EB-20-500-EB-25-575.

(v) Technical Assistant in Silviculturist Office Range Forest Officer (Rs. 185-345)

Appointment to the post of Range Forest Officer is made either by direct selection of those who has undergone the Rangers Training Course at Southern-Northern Rangers Training College or by promotion of trained Foresters. The Technical Assistant assists the Silviculturist-cum-Forest Utilisation Officer in the collection and compilation of data for research work.

The jurisdiction of the post of Range Forest Officer is co-extensive with a taluka. The Range Forest Officers are responsible for efficient management of their ranges. They carry out work of marking, regeneration, girding and felling of trees, transport of timber and fuel to the sale depot.

The Chief Conservator of Forests has pointed out that the scale for Range Forest Officers has been revised in 1963 with effect from 1961 and that the scale could be treated to be good with reference to the then prevalent level of prices. The Association of the staff of the Department has proposed that having regard to the duties and responsibilities attached to the post of Range Forest Officer a scale comparable to that of a Mamlatdar should be adopted for these posts.

The Commission considers that consistent with the duties and responsibilities of these posts the scale of Rs. 250-12-310-EB-15-400-EB-20-460 would be adequate and in keeping with proper internal relationships.

The Department has proposed to equate the post of Grass Officer in the scale of Rs. 120-190 with the posts of Range Forest Officers and prescribe qualifications in Forestry for them instead of mere S. S. C. as at present. The Grass Officers are concerned with that part of activity of the Department which pertains to the development of grass lands.

The Commission is not concerned with any changes in the recruitment qualifications that may be contemplated by the Department. Under the existing recruitment provisions the qualifications of the post of Grass Officer are not the same as for the Range Forest Officers; neither does the Commission consider the nature and volume of responsibility the same in both cases. In the circumstances the equation in terms of pay scales cannot arise. Consistent with the mode of recruitment of the post of Grass Officer the Commission recommends a scale of Rs. 200-10-250-EB-12-310.

The Chief Conservator of Forests has proposed that the Technical Assistant attached to his office may be given the scale of pay admissible to Range Forest Officer and a special pay of Rs. 50/- p.m. in addition. The special pay is sought to be justified on the ground that the work in the office of the Chief Conservator of Forests carries higher responsibilities. The Commission has not accepted the argument that appointments to posts at the Headquarters organisation invariably entail any responsibilities of a superior or more arduous nature and therefore does not recommend the special pay asked for. The same pay scale as for other posts of Range Forest Officers is recommended.

(vi) Superintendent, Government Saw Mill, Seasoning and Wood Preservation Plant, Waghai
(Rs. 195-245)

The Superintendent for Government Saw Mill, Seasoning and Wood Preservation Plant, is drawn from Rangers Cadre from those who are given special training in Seasoning at Dehradun. The Superintendent is incharge of Government Saw Mill, Seasoning and Wood Preservation Plant. The Department has pointed out that before the revision of Rangers' grade from Rs. 80-5-100-8-140-10-200 to Rs. 140-10-200-EB-10-230-15-275, the post of Superintendent Waghai Saw Mill carried a better scale of pay of Rs. 150-10-200. The Department has therefore proposed that the pay scale of the Superintendent Waghai Saw Mill may be revised to Rs. 185-10-245-EB-10-265-20-345 (on par with that of Range Forest Officer) with a special pay of Rs. 50/- p.m. for the reason that the duties assigned to this post are not the normal duties of Range Forest Officer but of a special nature.

The Commission is of the view that having regard to the qualifications, training and the nature of duties there is a good case for equating the post of the Superintendent with the posts of Range Forest Officers. The scale of Rs. 250-12-310-EB-15-400-EB-20-460 which has been recommended for the post of Range Forest Officer may therefore be made applicable to this post also. The Commission does not favour grant of any special pay in addition since the level of responsibility cannot be rated to be higher than that of the Range Forest Officers.

(vii) Forester, Water Police Inspector, Gher Forest Jamadar (Rs. 105-150)
Grass Inspector, Grass Clerks (Rs. 91-170)

Appointment to the post of Foresters is made either by direct selection of those who hold the S. S. C. or by promotion of Beat Guards. Those who are directly recruited as Foresters are required to undergo training in Forestry for 8 months. The Foresters are responsible for all works in their round, the investigation of offences and the protection of Forests in their charge. The Association of staff of the Forest Department has compared the duties of Foresters to those of Police Sub-Inspector and has, therefore, demanded the scale of the Police Sub-Inspector. The Chief Conservator of Forests has suggested a scale of Rs. 110-180 for this post. The posts of Grass Inspectors and Grass clerks have been recommended to be equated with those of Foresters.

The scales of pay of Foresters have also been revised with effect from 1961 alongwith the scale of pay of Range Forest Officers. However keeping in view the educational qualifications and the training required to be undergone by those recruited to the post and having regard to the responsibilities the posts carry the Commission considers that a further revision is justified and

recommends the scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 for these posts. The same scale is recommended for the posts of Grass Inspectors and Grass Clerks also.

The Chief Conservator of Forests and the staff Association have both recommended that the posts of the (i) Water Police Inspector and (ii) Gher Forest Jamadar (Rs. 105-150) may be grouped together and equated with the post of Forester. The qualification required for these posts is IV Standard and the knowledge of Sea Boating and Voyage. Having regard principally to the duties of these posts the Commission considers that such an equation is justified and recommends the same scale for these posts also.

(viii) **Beat-Guards** (Rs. 75-85, Rs. 65-70)

The Beat Guards are recruited directly, the basic educational requirement being general education upto the IV Standard. The Beat Guards are required to patrol forests and protect the forest areas in the beat. The Chief Conservator of Forests has recommended that Beat Guards could be put on par with Police Constables in regard to pay scales.

Considering the nature of duties and responsibilities of Beat Guards and Police Constables, the Commission feels that the equation sought is not quite apt. The Beat Guards no doubt have to patrol the forest areas and keep watch on illegal cutting of trees, etc. Nevertheless their duties, though of an arduous nature, cannot be considered of the same order as that of Police Constables. Most of the Beat Guards are on the lower pay scale of Rs. 65-70. To the extent their duties are of an identical nature, the Commission recommends that all Beat Guards may be put in the uniform pay scale of Rs. 100-2-110.

(ix) **Special Pay**

The Chief Conservator of Forests has recommended continuance of the special pay to the following posts on the grounds of higher responsibilities/arduous nature of duties.

Designation	No. of posts	Amount of special pay
1	2	3
		Rs.
(1) Forest Settlement Officer (Rs. 795-975) (Rs. 425-735)	2 } 2 }	50/-
(2) Sub-Divisional Forest Officer (Rs. 245-735)	1	50/-
(3) Technical Assistant in Silviculturist Branch (Rs. 185-345)	2	30/-
(4) Range Forest Officer (Rs. 185-345)	2	25/-
(5) Foresters. (Silviculturist Branch) (Rs. 105-150)	3	15/-

The special pay to the Sub-Divisional Officers (working plans and forest resources survey) who get a special pay of Rs. 50 has been justified on the ground that they have to do a lot of field work and have to stay in forests for a long time. The Commission does not consider this a valid ground

for grant of special pay. A recommendation has already been made in an earlier chapter for a general relaxation of orders relating to grant of daily allowance so as to enable officers who have to tour in accessible or difficult areas to draw daily allowance at full rates even beyond the first ten days of halt outside headquarters. The Forest Settlement Officers who are of the rank of Deputy Collector are on reputation to this Department. The Technical Assistants in the office of the Silviculturist-cum-Forest Utilisation Officer get special pay, because they are withdrawn from the normal work in the field and are made to work in the office. Besides, Technical Assistants are Rangers and Rangers in the field are normally entitled to free houses but a Technical Assistant does not get rent free accommodation.

In neither of the cases above is grant of special pay justified. The provision of rent free accommodation to the Ranger is to enable him to discharge effectively his duties as Ranger. Similar treatment or other compensation in lieu thereof cannot be available even when he does not function in that capacity. The Rangers who work with the Sub-Divisional Forest Officer (working plan and forest resources survey) get a special pay as they have to be out for all the months of year excepting the rainy season. These special pays may also be discontinued. The special pay for foresters who work in the same organisation may also be discontinued.

The Chief Conservator of Forests has recommended a special pay to the Superintendent working in the office of the Chief Conservator of Forests on the footing that there may be a uniform pay scale for the Superintendent working in his office and the Superintendent working in the office of the Conservator. The work in his office (head office) involves greater responsibilities than the work in the office of the Conservator. If, however, there are to be two separate pay scales for these two Superintendents the Chief Conservator of Forests does not recommend any special pay. The same consideration applies to two other recommendations made by the Chief Conservator of Forests namely special pay to Technical Assistant in the office of the Chief Conservator of Forests and the head clerk in the office of the Chief Conservator of Forests.

The Chief Conservator of Forests has also recommended a special pay of Rs. 50/- p.m. for the post of Superintendent, Government Saw Mill, Waghai on the ground that the incumbent who is a Range Forest Officer is required to perform duties which are not in his normal sphere of duties.

The Commission is unable to accept any of the recommendations for grant of special pays. The posts of Superintendents have been put on a common scale so as to improve the prospects of advancement of the ministerial cadre and the Commission does not consider that any significant differences in the nature and quantum of responsibility exist. The recommendations for grant of special pay to the Technical Assistant and the Superintendent Saw Mill have been disposed of earlier.

SCHEDULE

FOREST DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
Gazetted					
1	Chief Conservator of Forests ..	1	1800-100-2000	I. F. S. Cadre post	
2	Conservator of Forests ..	5	1300-60-1600	I. F. S. Cadre post	
3	Assistant to the Chief Conservator of Forests	2	(370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay of Rs. 100/-p.m.	I. F. S. Cadre post	
4	Divisional Forest Officer (Working plans)	3	(370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay of Rs. 100/-p.m. to two posts	I. F. S. Cadre post	
5	Divisional Forest Officer	20	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	For residuary posts not covered by I.F.S. cadre.
6	Silviculturist-cum-Forest Utilisation Officer	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	I. F. S. Cadre post	
7	Divisional Soil Conservation Officer	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
8	Forest Settlement Officer	2	795-40-875-50-975 + special pay of Rs. 50/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
9	Forest Settlement Officer	2	425-30-575-EB-30-665-35-735 + special pay of Rs. 50/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
10	Sanctuary Superintendent	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
11	Legal Superintendent	1	370-390-20-590-EB-30-630-35-735	350-20-450-EB-25-550-EB-30-700*	

12	Office Superintendent	..	3	350-15-470-20-510	350-20-450-EB-25-600	
13	District Inspector of Land Records	..	1	320-15-395	350-20-450-EB-25-650	
14	Deputy Engineer	..	4	345-370-25-520-EB-25-570-35-745-45-825	450-25-550-EB-30-670-35-845-EB-40-925	
15	Sub-Divisional Forest Officer	..	19	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735 + special pay of Rs. 50/- p.m. to one post	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
16	Sub-Divisional Soil Conservation Officer	..	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
17	Technical Assistant	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
18	Office Superintendent	..	5	280-15-355-20-455	350-20-450-EB-25-600	
<i>Non-Gazetted</i>						
19	Technical Assistant to the Chief Conservator of Forests	..	2	280-10-340-15-400	250-12-310-EB-15-400-EB-20-460	
20	Senior Statistical Assistant	..	1	260-10-280-15-370	325-15-400-EB-20-500-25-525	
21	Zoo Superintendent	..	1	225-10-345-15-420	325-15-400-EB-20-500-EB-25-575	
22	Foreman Supervisor	..	1	195-10-265-15-340	250-12-310-EB-15-400-EB-20-460	
23	Head Clerk	..	16	(i) 145-8-185-10-195-EB-10-225 (ii) 195-10-245 (iii) 145-8-185-10-205	250-12-310-EB-15-370	
24	Superintendent, Waghai Saw Mill	..	1	195-10-245	250-12-310-EB-15-400-EB-20-460	
25	Technical Assistant in Silviculturist Office	..	2	185-10-245-EB-10-265-20-345 + special pay of Rs. 30/- p.m.	250-12-310-EB-15-400-EB-20-460	Special pay to be discontinued
26	Range Forest Officer	..	168	185-10-245-EB-10-265-20-345 plus special pay of Rs. 25/- p.m. to 11 posts	250-12-310-EB-15-400-EB-20-460	Special pay to be discontinued

*Please see page 43

FOREST DEPARTMENT—Contd.

1	2	3	4	5	6
			Rs.		
27	Commercial Accountant	..	1 185-10-245-EB-10-265-20-345	250-12-310-EB-15-400-EB-20-460	
28	Artist	..	1 185-10-245	200-10-250-EB-12-310-15-340	
29	Stenographer	..	8 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
30	Agricultural Supervisor	..	3 145-10-245-EB-10-285-15-300	200-10-250-EB-12-310-EB-15-430	
31	Mechanic	..	2 145-8-185-10-295	200-10-250-EB-12-310-EB-15-400	
32	Senior Accountant	..	19 145-8-185-10-205	200-10-250-EB-12-310-15-340	
33	Bull-dozer Driver	..	5 145-5-170-6-200	175-8-215-EB-10-275	
34	Junior Accountant	..	92 145-8-185	200-10-250-EB-12-310-15-340	
35	Headquarter Assistant	..	1 145-8-185	200-10-250-EB-12-310	
36	Electrician	..	1 137-4-165-EB-4-185-5-190	175-8-215-EB-10-275	
37	Overseer	..	5 125-5-145-8-185-EB-10-265-EB-15-340	post filled in by deputation from Public Works Department	
38	Mechanical-cum-Electrical Overseer	..	1 125-5-145-8-185	175-8-215-EB-10-275	
39	Junior Statistical Assistant	..	1 125-5-145-8-185-EB-10-245	200-10-250-EB-12-310-EB-15-400	
40	Assistant Bull-dozer Driver	..	8 128-4-160	160-6-190-EB-7-225	
41	Computer	..	1 125-5-145-8-185-EB-10-245	200-10-250-EB-12-310-EB-15-400	
42	Grass Officer	..	5 120-5-190	200-10-250-EB-12-310	
43	Draftsman	..	2 (i) 145-4-165-EB-5-215 (ii) 115-5-150	200-10-250-EB-12-310-15-340 160-7-188-EB-9-215-10-265	
44	Tractor Driver	..	5 115-3-145	160-6-172-7-200	
45	Nimtandar	..	3 115-3-130-4-170	175-8-215-EB-10-275	

46	Assistant Benchor	..	1	115-2-125	160-6-172-7-200	
47	Foreman	..	1	110-5-130	160-6-172-7-200	
48	Kiln Operator	..	2	110-5-130	160-6-172-7-200	
49	Water Police Inspector	..	1	105-3-135-5-150	130-5-155-EB-7-190-EB-8-230-10-240	
50	Foresters	..	670	105-3-135-5-150 + special pay of Rs. 15/-p.m. to three Foresters in Silviculturist Branch.	130-5-155-EB-7-190-EB-8-230-10-240	Special pay to be discontinued
51	Cher Forest Jamadar	..	7	105-3-135-5-150	130-5-155-EB-7-190-EB-8-230-10-240	
52	Water Pumping Driver	..	8	105-4-145	125-4-145-EB-5-165-7-200	
53	Driver	..	36	100-3-130	125-4-145-EB-5-165-7-200	
54	Band Mill Operator	..	1	100-5-120	125-4-145-EB-5-165-7-200	
55	Boilerman	..	1	100-3-130	125-4-145-EB-5-165-7-200	
56	Baugman-cum-mechanic	..	1	100-3-130	125-4-145-EB-5-165-7-200	
57	Electric Fitter	..	1	100-3-130	125-4-145-EB-5-165-7-200	
58	Tracer	..	6	(i) 100--150 (ii) 91-3-130-EB-4-170 (iii) 91-3-130-4-150 (iv) 100-3-130	130-5-155-EB-7-190-EB-8-230-10-240	
59	Record Keeper	..	1	100-3-130	130-5-155-EB-7-190-EB-8-230-10-240	
60	Agricultural Assistant	..	8	100-3-130-EB-3-136-4-160	135-5-155-EB-7-190-EB-8-230-10-250	
61	Clerks	..	329	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
62	Surveyor	..	120	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
63	Grass Inspector	..	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
64	Grass Clerk	..	58	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
65	Storekeeper	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	

FOREST DEPARTMENT—Concl'd.

1	2	3	4	5	6
			Rs.		
66	Utara Karkun	..	1 91-3-130-EB-4-170	Rs. 130-5-155-EB-7-190-EB-8-230-10-240	
67	Grinder	..	1 95-5-130	125-4-145-EB-5-165-7-200	
68	Fitter	..	1 85-4-105-5-115	125-3-140-EB-4-160	
69	Sawer	..	6 85-4-105-5-115	125-3-140-EB-4-160	
70	Cook	..	2 75-4-95-5-115	125-3-140-EB-4-160	
71	Assistant Boilerman	..	2 75-3-105	110-3-140	
72	Beat Guard	..	22 (i) 75-1-85 2018 (ii) 65-1-70	100-2-110 100-2-110	
73	Cher Naik	..	2 75-1-85	100-3-130	
74	Constable	..	3 70-1-85	100-3-130	
75	Daftarband	..	1 70-1-85	100-3-130	
76	Naik	..	6 70-1-75	90-2-110	To be given special pay of Rs. 5/-p.m.
77	Zoo Naik	..	1 70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
78	Assistant Sawar	..	2 65-1-70	90-2-110	
79	Helper	..	1 65-1-70	90-2-110	
80	Cleaner	..	8 65-1-80	100-2-110	
81	Watchmen	..	12 65-1-70	90-2-110	
82	Khalasi	..	6 65-1-70	90-2-110	
83	Cher Khalasi	..	6 65-1-70	90-2-110	

84	Hamal	..	4	65-1-70	90-2-110
85	Camal Sawar	..	2	65-1-70	90-2-110
86	Peon	..	191	65-1/2-70	90-2-110
87	Foreman	..	2	65-1-70	90-2-110
88	Sweeper	..	17	65-1/2-70	90-2-110
89	Mali	..	9	65-1/2-70	90-2-110
90	Vidi Chokiyat	..	155	65-1/2-70	90-2-110
91	Zoo Chokidar	..	10	65-1/2-70	90-2-110
92	Zoo Keeper	..	3	65-1/2-70	90-2-110
93	Zoo Cleaner	..	1	65-1/2-70	90-2-110
94	Grass Vidi Chokiyat	..	265	40/-fixed	90-2-110

SECTION 4—DIRECTORATE OF FISHERIES

The Fisheries Directorate shoulders responsibilities for (1) the augmentation of fish production in the State; (2) providing facilities for preservation, transport and distribution of fish and setting up of processing industries; (3) improving the standards of living of fishermen and (4) investigation and research on several problems related to fish production and preservation. The Department is headed by the Director of Fisheries.

(i) Director of Fisheries (Rs. 1000-1300)

The Commission has already discussed the scales of pay of Heads of Departments in an earlier Chapter. As indicated therein the Commission recommends for the post of Director of Fisheries the scale of Rs. 1100-50-1200-60-1500.

(ii) Deputy Director of Fisheries (Rs. 635-1100)

The post of Deputy Director is filled on promotion of the incumbents of the posts of Assistant Director, Research Officer, Refrigeration Engineer, Superintendent of Fisheries, Fisheries Training Officer and Officer-in-charge. The Deputy Director has jurisdiction co-extensive with that of the Director and assists the Director in discharge of his duties as Head of the Department. The Director has recommended for the post a scale of Rs. 900-1300 on grounds of comparability with the post of Joint Director of Agriculture. The Secretary, Agriculture and Co-operation Department has disagreed with the view and has observed that such a comparison is not justified. The Commission agrees with this observation and considers that the scale of Rs. 700-40-860-EB-50-1110-55-1275 for the post of Deputy Director would be appropriate.

(iii) Assistant Director (Rs. 370-1100)

Recruitment to the posts of Assistant Director is made of those who have a second class degree in Science or Economics and have undergone training at a Government Institute or possess a diploma in Fisheries or have five years' experience in Fisheries. Some of the Assistant Directors are at regional Headquarters and one at Veraval. The remaining posts are located at the Headquarters to assist the Director. The Head of the Department has sought a scale of Rs. 700-1200 for these posts and has stated that these posts involve high responsibilities and require men of high calibre and ability to handle them. The Director has also equated with the Assistant Directors the posts of Refrigeration Engineer and Research Officer as being of equal status and responsibility. The Commission considers that the posts of Assistant Director of Fisheries can well be compared with posts of similar status and authority in several other Departments. Accordingly the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 is recommended for these posts as also the posts of Refrigeration Engineer and Research Officer on the basis of the equation suggested by the Director.

(iv) Class II posts of Superintendent of Fisheries (Rs. 245-735) Assistant Research Officer (Rs. 245-735) etc.

Direct recruitment to these posts is made by selection of Second class graduates who have a certificate or diploma in Fisheries and about three years of experience in management of Fisheries. Promotion to these posts is made from the cadre of class III staff of the Department with at least five years' experience in the cadres of Assistant Superintendent of Fisheries, Fisheries Officer, etc. The Director has pointed out that the Department has had difficulty in recruiting technical personnel and that the revision of scales commensurate with responsibilities is necessary. He has proposed a scale of Rs. 375-810 for all the class II posts. The Commission feels that having regard to the nature of responsibilities, qualifications and the promotion relativities these posts could be put on par with class II posts of other Departments and accordingly recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850.

**(v) Senior Research Assistant, Survey Assistant, Pisciculturist,
Shore Officer (Category I) (Rs. 250-420)**

The posts of Survey Assistants are treated as a selection grade for the cadres of Assistant Superintendent of Fisheries, Fisheries Officers, Superintendent and Shore Officer. The appointment of Senior Research Assistant is made by direct selection of Second Class graduates in Science who have undergone a certified training in Fisheries. The incumbents of these posts are mainly employed on research programmes. Direct recruits to the posts of Pisciculturists are required to have the same qualifications. Promotion is also available from the post of Shore Officer. The recruitment qualification is the same in the case of Shore Officer also; Category I is treated as a selection grade for category II. The Director has equated all these posts and proposed a common scale of Rs. 275-475. The Commission recommends for these posts the scale of Rs. 325-15-400-EB-20-500-EB-25-575.

**(vi) Fisheries Officer, Junior Research Assistant
(Rs. 195-370) (Rs. 195-310)**

The posts of Fisheries Officer and Junior Research Assistant are filled on promotion of Fisheries Assistants. The Director of Fisheries has equated these posts and the post of Technical Supervisor and recommended a scale of Rs. 250-350. Considering the mode of recruitment and the relativities *vis-a-vis* other posts in the Department the Commission recommends a scale of Rs. 250-12-310-EB-15-400-EB-20-480 for these posts.

(vii) Fisheries Assistant's Cadre (Rs. 145-270)

These are the lowest posts of the Technical Fisheries cadres of the Department. Direct recruitment at this level is made of those who have a degree in Science or certificate or diploma or are licentiates in Fisheries Science. Junior clerks who have put in six years of services are eligible to hold these posts on promotion. The Director has proposed a uniform scale of Rs. 150-270 for all the posts. The Commission recommends the scale of Rs. 200-10-250-EB-12-310-EB-15-400. The Director of Fisheries has equated the posts of Head Masters with the other posts in this cadre. Considering the recruitment qualifications the equation appears fair and therefore the same scale may apply to the post of Head Master also.

(viii) Shore Officer (Category II) (Rs. 145-270)

The Shore Officers, whose duties are to undertake regular fishing operations for marine-fishing demonstrations, are recruited either by selection of those who hold a Science degree or certificate or diploma in Fisheries and have two years of experience in Fisheries management in addition or by promotion of incumbents of lower posts having three years' experience. The Director has bracketed this post with those of Fisheries Assistants. This equation is appropriate and the Commission recommends the same scale of pay indicated above.

(ix) Driver (Rs. 250-370)

The Drivers are recruited directly from candidates having a Second grade certificate from the Mercantile Marine Department. The Director has proposed for this post the same scale of pay as for the Senior Fisheries Officer cadre. Having regard to the nature of duties of the Driver the Commission considers that the scale of Rs. 325-15-400-EB-20-500-25-525 would be appropriate to the post. For Drivers Grade II who are not required to have any specific qualification except knowledge of Marine Engines, the Commission recommends the scale of Rs. 125-4-145-EB-5-165-7-200. The same scale are recommended for the Boat Drivers and Launch Drivers.

(x) Skipper (Rs. 150/- fixed)

The Skipper is in charge of fishing vessels and conducts fishing operations. The qualifications expected of recruits to the posts is a sound knowledge of fishing and gear operations and a

second class certificate from the Mercantile Marine Department and ten years of experience in fishing. Promotion is made from the cadre of Fisherman (Boat). The Head of the Department has proposed no change in the pay scale of this post. The Commission considers that in view of the overall responsibilities of the post of Skipper the scale of Rs. 160-225 would be fair and adequate for the post.

(xi) Special Pay

A special pay of Rs. 75 p.m. is admissible to the post of Assistant Director of Fisheries (Special). The Department has pointed out that the nature of work of the Assistant Director (Special) is superior to that of other Assistant Directors in quality and quantity. The Director of Fisheries has sought an upgradation of the post. The Commission is unable to accept this justification for special pay, especially since there is already a post of Deputy Director in existence. The special pay, is therefore, recommended to be abolished.

A special pay of Rs. 5 has been sanctioned to Assistant Teachers for attending to clerical work in the schools. The Director has recommended its continuance. The Commission recommends that the special pay may continue but should be admissible only to one teacher per school.

SCHEDULE
DIRECTORATE OF FISHERIES

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		<i>Rs.</i>	<i>Rs.</i>	
1	Director of Fisheries	..	1 1000-50-1300	1100-50-1200-60-1500	
2	Deputy Director of Fisheries	..	1 635-675-35-815-EB-35-1060-40-1100	700-40-860-EB-50-1110-55-1275	
3	Assistant Director of Fisheries	..	5 (370-395)-420-30-510-35-755-EB-40-875-45-1100 ÷ special pay of Rs. 75/-p.m. to one post	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued
4	Refrigeration Engineer	..	1 (370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
5	Research Officer	..	2 (370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
6	P. A. to Director of Fisheries	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
7	Superintendent of Fisheries	..	12 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
8	Accounts Officer	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
9	Planning Officer	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
10	Statistical Officer	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
11	Officer-in-charge	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
12	Fisheries Training Officer	..	2 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

DIRECTORATE OF FISHERIES—Contd

1	2	3	4	5	6
			Rs.	Rs.	
13	Assistant Mechanical Engineer ..	3	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
14	Assistant Research Officer ..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
15	Processing Technologist ..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	<i>Non-Gazetted</i>				
16	Survey Assistant ..	4	250-15-280-20-420	325-15-400-EB-20-500-EB-25-575	
17	Senior Research Assistant ..	9	250-15-280-20-420	325-15-400-EB-20-500-EB-25-575	
18	Pisciculturist ..	3	250-15-280-20-420	325-15-400-EB-20-500-EB-25-575	
19	Shore Officer Category I ..	1	(i) 250-15-280-20-420	325-15-400-EB-20-500-EB-25-575	
	Category II ..		(ii) 145-8-185-EB-8-225-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
20	Mechanical Instructor ..	2	250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-500-25-550	
21	Office Superintendent ..	6	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
22	Senior Draftsman ..	1	250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-480	
23	Driver (Vessel) ..	4	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
24	Technical Supervisor ..	1	195-10-245-EB-10-265-15-370	250-12-310-EB-15-400-EB-20-480	
25	Fisheries Officer ..	35	195-10-245-EB-10-265-15-370	250-12-310-EB-15-400-EB-20-480	
26	Fisheries Officer (Statistical) ..	3	195-10-245-EB-10-265-15-370	250-12-310-EB-15-400-EB-20-480	
27	Foreman (Mechanic) ..	3	195-8-235-10-265-15-310	250-12-310-EB-15-400-EB-20-460	
28	Foreman ..	1	195-8-235-10-265-15-310	250-12-310-EB-15-400-EB-20-460	
29	Junior Research Assistant ..	1	195-8-235-10-265-15-310	250-12-310-EB-15-400-EB-20-480	
30	Boiler Attendant ..	1	195-10-245	250-12-310-EB-15-370	

31	Head Clerk	..	4	195-10-245	250-12-310-EB-15-370
32	Accountant	..	1	195-10-245	250-12-310-EB-15-370
33	Supervisor	..	3	(i) 195-10-245 1 (ii) 95-3-125	250-12-310-EB-15-370 125-4-145-EB-5-165-7-200
34	Master Fisherman	..	4	(i) 185-10-245 1 (ii) 195/-fixed	250-12-310-EB-15-370 250-12-310-EB-15-370
35	Stenographer	..	2	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460
36	Craft Instructor	..	3	155/-fixed	160-6-190-EB-7-225
37	Skipper	..	6	150/-fixed	160-6-190-EB-7-225
38	Head of Branch	..	1	145-10-225	200-10-250-EB-12-310-15-340
39	Processing Assistant	..	1	145-8-185-EB-8-225-10-255-15-270	200-10-250-EB-12-310-EB-15-400
40	Statistical Assistant	..	2	145-8-185-EB-8-225-10-255-15-270	200-10-250-EB-12-310-EB-15-400
41	Head Master	..	4	145-8-185-EB-8-225-10-255-15-270	200-10-250-EB-12-310-EB-15-400
42	Fisheries Assistant	..	60	145-8-185-EB-8-225-10-255-15-270	200-10-250-EB-12-310-EB-15-400
43	Fisheries Assistant (Statistics)	..	7	145-8-185-EB-8-225-10-255-15-270	200-10-250-EB-12-310-EB-15-400
44	Auditors	..	1	145-8-185-10-215	200-10-250-EB-12-310-15-340
45	Junior Draftsman	..	2	145-4-165-EB-5-215	200-10-250-EB-12-310-15-340
46	Senior Clerk-cum-Accountant	..	1	145-8-185	200-10-250-EB-12-310-15-340
47	Senior Clerk	..	25	145-8-185	200-10-250-EB-12-310
48	Mechanic	..	2	(i) 145-5-180 3 (ii) 125-5-180	175-8-215-EB-10-275 175-8-215-EB-10-275
49	Mechanic (Turner)	..	1	145-5-180	175-8-215-EB-10-275
50	Mechanical Supervisor	..	1	145-8-185-EB-10-225	175-8-215-EB-10-255-12-315-EB-15-345

DIRECTORATE OF FISHERIES—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
51	Fisherman Expert	..	2 140-10-200	175-8-215-EB-10-275	
52	Electrician	..	1 137-4-165-EB-4-185-5-190	175-8-215-EB-10-275	
53	Assistant Mechanic	..	9 125-5-160-6-190	175-8-215-EB-10-275	
54	Assistant Craft Instructor	..	3 120/-fixed	125-4-145-EB-5-165-7-200	
55	Welder	..	1 115-5-160	160-6-190-EB-7-225	
56	Crew	..	6 (i) 115-5-160 3 (ii) 110-5-135	160-6-190-EB-7-225 160-6-172-7-200	
57	Deck-hand	..	15 (i) 105-5/2-120 9 (ii) 90/-fixed	125-4-145-EB-5-165-7-200 100-3-130	
58	Launch Driver	..	2 (i) 105-5/2-120 1 (ii) 81-4-85-5-125	125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200	
59	Assistant Teacher	..	35 (i) 101-1 $\frac{1}{2}$ -110 - 2 $\frac{1}{2}$ -115 Selection Grade-3-145 2 (ii) 50- $\frac{1}{2}$ -65-2- $\frac{1}{2}$ -70 2 (iii) 40/-fixed (unrevised) + special pay of Rs. 5/-p.m. to those doing clerical work.	120-3-135-EB-4-155-5-180-EB-6-210 120-3-135-EB-4-155-5-180-EB-6-210 100-2-110	Special pay to be continued but should be admissible to one teacher per school
60	Field Collector	..	1 100-3-130	125-4-145-EB-5-165-7-200	
61	Clerks	..	56 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
62	Fisheries Enumerator	..	9 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
63	Clerk-cum-Typist	..	8 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
64	Typist	..	4 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
65	Boiler Operator	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	

66	Storekeeper or Store Clerk	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
67	Cashier	..	2	91-3-130-EB-4-170 + special pay from Rs. 5/- to to Rs. 25/-p.m.	130-5-155-EB-7-190-EB-8-230-10-240
68	Driver-cum-Cleaner	..	1	100-3-130	125-4-145-EB-5-165-7-200
69	Jeep Driver	..	6	100-3-130	125-4-145-EB-5-165-7-200
70	Van Driver	..	1	100-3-130	125-4-145-EB-5-165-7-200
71	Skilled worker	..	3 (i) 95-3-125 2 (ii) 45-3-70		125-4-145-EB-5-165-7-200 90-2-110
72	Leave Reserve Clerk	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
73	Boat Driver	..	14	81-4-121	125-4-145-EB-5-165-7-200
74	Fieldman	..	26	75-4-95-5-115 (i) 65-1/2-70 (ii) 30-1-60 unrevised (iii) 75/-fixed (iv) 50-3-89 (v) 70-1-75	125-3-140-EB-4-160 90-2-110 90-2-110 90-2-110 125-3-140-EB-4-160 100-2-110 100-3-130
75	Boat Jamadar	..	1	75-1-85	100-3-130
76	Laboratory Attendant	..	7 (i) 70-1-75 1 (ii) 100-3-130		100-2-110 125-4-145-EB-5-165-7-200
77	Shore Attendant	..	1	90/-fixed	100-3-130
78	Fisherman	..	1	90/-fixed	100-3-130
79	Boat Naik	..	6	75/-fixed	90-2-110
80	Fishery Guard	..	12	70-1-75	100-2-110

DIRECTORATE OF FISHERIES—Concl'd.

1	2	3	4	5	6
			Rs.	Rs.	To be given special pay of Rs. 5/-p.m.
81	Naik	..	1 70-1-75	90-2-110	
82	Fisheries Sailor	..	4 (i) 65-1/2-70 1 (ii) 70-1-85	90-2-110 100-3-130	
83	Mazdoor	..	7 65-1-70	90-2-110	
84	Watchman	..	22 65-1-70	90-2-110	
85	Khalasi	..	7 (i) 60-1/2-65 (ii) 70-1-75	100-2-110 100-2-110	
86	Watchman-cum-Labourer	..	3 65-1/2-70	90-2-110	
87	Hamal	..	18 65-1/2-70	90-2-110	
88	Van Cleaner	..	2 65-1/2-70	90-2-110	
89	Peon	..	54 65-1/2-70	90-2-110	
90	Attendant	..	7 (i) 65-1/2-70 (ii) 70-1-75	90-2-110 90-2-110	
91	Tandel	..	2 50-3-165	100-3-130	
92	Trained Fisherman	..	6 40-3-70 (unrevised)	125-3-140-EB-4-160	
93	Manual Assistant	..	1 30-3-60 (unrevised)	100-3-130	
94	Cleaner	..	1 30-3-60 (unrevised)	100-3-130	

SECTION 5--CO-OPERATION DEPARTMENT

The activities of the Department of the Registrar of Co-operative Societies fall broadly under four heads *viz.* (i) Co-operation, (ii) Marketing, (iii) Cottage Industries and Industrial Co-operatives and (iv) Regulation of Money Lending under the Money Lenders Act. The post of Registrar of Co-operative Societies at the Head of the organisation is borne on the cadre of the Indian Administrative Service.

(i) **Joint Registrar of Co-operative Societies (Rs. 900-1200)**

The posts of Joint Registrars are filled by promotion of Deputy Registrars. The Joint Registrars who are all located at the Head-quarters assist the Registrar in discharge of his duties. Consistent with the broad-banding of posts at these levels the Commission recommends the scale of Rs. 1050-50-1100-60-1400 for the posts of Joint Registrars.

(ii) **Deputy Registrar, District Registrar, Special Auditor, Project Officer (Rs. 370-1100)**

Appointment to these posts is made either by direct selection of candidates holding a 2nd class degree in Arts, Science, Commerce, Law or Agriculture or by promotion from Class II cadres (Rs. 245-735) *viz.* District Registrar, Assistant Registrar, P. A. to Registrar, Co-operative Societies, Pilot Project Officer, Deputy Development Officer, Assistant Director, Special Auditors, provided they have passed the Government Commercial Diploma and Accounts Examination.

The duties of the post of Deputy Registrar consist of supervision, control and guidance of the co-operative movement in the Division. The District Registrars are responsible for the organisation, supervision and development of co-operatives and agricultural produce marketing committees and control over money lending activities in the district. The Special Auditor undertakes statutory audit of the accounts of bigger societies. The Project Officer is entrusted with the task of organisation, development and supervision over the Co-operative Farming Societies. In keeping with the level of responsibility and the nature of functions that these posts carry the Commission considers that a uniform scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 recommended for many other posts at the same level would be fair and adequate for all these posts. The posts of Divisional Deputy Registrars no doubt bear responsibilities for supervision and control and carry wider powers but a separate pay scale is not considered necessary in view of the existing recruitment provisions. A special pay of Rs. 100 p.m. is therefore proposed for the posts of Divisional Deputy Registrars. The posts of Deputy Registrars at the Head-quarters do not require to be treated on the same footing. A special pay for such posts is therefore not considered necessary. The Secretary, Agriculture and Co-operation Department, has also pointed out that the position of the Divisional Deputy Registrar *vis-a-vis* the District Registrar is the same as that of the Superintending Agricultural Officer *vis-a-vis* the District Agricultural Officer.

(iii) **District Registrar, Special Officer (R. B. R. S.) (Rs. 370-735)**

The mode of recruitment, basic qualification and duties of these posts (which are also in class I) are the same as of District Registrar enumerated above except that these posts are filled on promotion of officers of the rank of Superintendents, Auditor of Co-operative Societies, Grading Officer, District Co-operative Officer, Milk Organiser, Pilot Project Officer, etc. The two different pay scales for the posts of District Registrars *viz.* (i) Rs. 370-1100 and (ii) Rs. 370-735 appear to have originated from a classification of districts as heavy and light.

The Registrar of Co-operative Societies sought the removal of the distinction in pay scales and pointed out that grouping of districts as heavy or light tends to loss sight of the basic necessity of building up the movement in the different areas of the State. The Secretary, Agriculture and Co-operation Department, has also felt that there is no valid reason for having two different scales for District Registrar on the ground of light and heavy districts. He, therefore, agreed with the Registrar's suggestion for having a common scale of Class I. (*viz.* Rs. 370-1100).

The Commission accepts the argument that any categorisation of districts on the basis of work load as heavy and light is not entirely scientific. But this by itself cannot serve as an argument for the integration of two grades. Any inherent defects in the arrangement could be set right by a proper policy of rotation of officers of the two grades between various posts. The prospects of promotion in the Department cannot be said to be inadequate. Having regard to the existing channels of promotion the Commission considers that the lower grade of District Registrars may continue and recommends the scale of Rs. 500-30-650-EB-35-825-EB-40-905-45-950 for the posts on this grade.

(iv) **Deputy Director, Cottage Industries** (Rs. 370-1100)

Recruitment to this post is made by direct selection, the qualification required being a degree in Mechanical/Electrical Engineering or 2nd class diploma in Mechanical/Electrical Engineering with 5 years' experience.

The Deputy Director has Statewide jurisdiction and is concerned with the development of cottage industries in the State.

The Commission is of the view that in terms of the level of responsibility the post can be put on par with the posts of Deputy Registrars at the Headquarters and recommends the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 for this post.

(v) **Textile Expert** (Rs. 370-1100)

Appointment to this post is made either by direct selection of those who hold a degree or 2nd class diploma in Textile Manufacturing with 5 years' practical experience or by promotion from the post of Textile Officer.

Like the post of Deputy Director the post of Textile Expert is practically isolated. Bearing this in mind and in keeping the broad comparability with other posts in the Department the Commission recommends for this post the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250.

(vi) **Superintendent Quality Control** (Rs. 370-875)

Recruits to the posts of Superintendent, Quality Control are required to possess a degree in Metallurgy and Technology or Chemical Engineering plus two years' experience in inspection and testings in the field of precious metals in a laboratory.

The Commission recommends the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100.

(vii) **Assistant Director (Textile)** (Rs. 245-735)

The post of Assistant Director (Textile) is filled by direct recruitment of a degree holder in Textile Technology or a diploma holder in Textile Manufacturing at least in the Second Class with experience of five years in a responsible position or by promotion of the Textile Officer. Looking to the recruitment qualifications and the relativities *vis-a-vis* the lower posts the Commission feels that this post could be put on the scale of Rs. 450-25-550-EB-30-670-35-845-EB-40-925.

(viii) **District Registrar, Assistant District Registrar** (Rs. 245-735)

The recruitment qualification, duties and the cadres from which these posts are filled up by promotion are same as in the case of District Registrar (Rs. 370-735).

Taking into account the vertical intra-departmental relativities the Commission considers that these posts should carry the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 on par with class II posts of comparable level in several Departments.

(ix) **Superintendent Co-operative Farming, Pilot Project Officer, Deputy Development Officer (Rs. 245-735)**

These posts are filled either by direct selection of persons holding a 2nd class degree or by promotion from the same categories of posts as in the case of the Class II posts of District Registrar. The Superintendent imparts training in Co-operative farming and conducts co-operative camps for the development of farming societies. The Pilot Project Officer organises and supervises farming societies. The promotion prospects from Class II to Class I posts are stated by the Registrar to be satisfactory.

The Registrar, Co-operative Societies, has pointed out that the technical posts in the Department are isolated and have very few chances of promotion but the Department is trying to fit them into promotion channels. Considering this factor and the qualifications expected of recruits to these posts the Commission feels that the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 recommended for the class II posts in the Department should apply to the technical posts also. The same scale is recommended for the posts of Technical Officer (Leather), Ceramic Expert and Textile Officer.

(x) **Chemist, Ghee Grading (Rs. 245-735)**

The post of Chemist is filled either by direct recruitment of holders of a 2nd class Science degree with Chemistry and 3 years' experience or by promotion of Technical Assistants. The duties of the post consist in the grading of ghee and Chemical analysis of oils.

The consideration relating to the determination of salary scales for the isolated technical posts to which a reference has been made in the earlier paragraph apply to the post of Chemist also. In the circumstances the Commission recommends for the post of Chemist the same scale as for the technical posts mentioned above.

(xi) **Technical Assistants (Rs. 320-570)**

Technical Assistant (Chemical and Extension)

Recruitment is made to this post either by selection of 2nd Class degree holders in Science with Chemistry and Physics or Technology or 2nd class diploma in Chemical Technology or equivalent qualification and three years' experience in a laboratory or manufacturing concern. Officers holding the non-gazetted posts of Technical officers are eligible for promotion to these posts.

Technical Assistant (Rural Workshop)

The recruitment qualification is a degree or 2nd class diploma in Mechanical Engineering (a degree or diploma in Electrical Engineering will be an additional qualification) and three years of industrial experience. Promotion is also available from the non-gazetted technical posts.

Technical Assistant (Industrial Training Centre)

This post is filled by recruitment of degree or 2nd class diploma holders in Mechanical Engineering or in any Technology suitable for the trade selected for training and experience of three years. Promotion to these posts is made from the officers holding lower technical posts.

Technical Assistant (Powerlooms)

The necessary qualification for recruitment is a diploma in Textile Technology and three years' experience in a Weaving Department of a mill or factory. These posts are also filled on promotion of the lower technical cadres.

Bearing in mind the comparable qualifications and the line of promotion operative in the Department the Commission considers that all these posts should carry a common pay scale. As mentioned earlier the prospects of promotion for these posts are not bright. Having regard to these factors the Commission recommends for these posts the scale of Rs. 350-20-450-EB-25-550-EB-30-700.

(xii) **Examiner (Rs. 320-470)**

Appointment to the post of Examiner is made by nomination of a candidate possessing a Bachelor of Science degree or a diploma in Mechanical Engineering or Textile or Chemical Engineering. The Examiner's work relates to quality control in Zari and other industries. This post is isolated and carries no avenues of advancement. The Commission recommends for this post the scale of Rs. 350-20-450-EB-25-650.

(xiii) **Weaving Supervisor (Rs. 250-370)**

The Weaving Supervisor is recruited directly or by promotion of Textile Inspector, Weaving Inspector, Works Supervisor or Jobber with three years' experience and having a diploma or two years' certificate course in Textile Manufacturing. The recruitment qualification is the same as in the case of Technical Assistant (Powerlooms). The Weaving Supervisor supervises the departmental weaving schools and handloom production centres. Taking the qualifications for recruitment into account and in keeping with the relativities *vis-a-vis* the other posts the Commission recommends the scale of Rs. 325-15-400-EB-20-500-25-525 for this post.

(xiv)	District Co-operative Officer	}	(Rs. 250-370)
	Pilot Project Officer		
	Co-operative Officer		

Appointment to these posts and other similar posts is made by promotion from Co-operative Officer, Marketing Officer/Inspector etc. (Rs. 195-245) provided they have passed the Government Commercial Diploma and Accounts examination. They are required to organise, inspect and supervise the Co-operative Societies and other work pertaining to the Co-operative sector, marketing and money lending.

Having regard to the level or responsibility and the vertical relativities the Commission recommends for these posts the scale of Rs. 325-15-400-EB-20-500-25-525.

(xv) **Jobber (Rs. 195-245)**

The recruitment qualification for the post of Jobber is a diploma or two years' certificate in Textile Technology and experience of three years in weaving. The posts are also filled on promotion of Instructors, Textile Inspectors and work Supervisors with three years' experience. The Jobbers guide the weaving societies in plying powerlooms. The main considerations in recommending the pay scale for this post are the same as apply to the other technical posts. The Commission accordingly recommends the scale of Rs. 250-12-310-EB-15-370.

(xvi) **Co-operative Officer, Marketing Officer and other similar posts (Rs. 195-245)**

Posts at this level are filled largely by promotion of the incumbents of the posts of Sub-Auditors, Senior clerks, Assistant Co-operative Officers etc. Direct recruitment to not more than 25% of the posts is made of graduates. The duties of these posts relate to the organisation and inspection of the co-operative movement. For this group of posts the Commission recommends the scale of Rs. 250-12-310-EB-15-370.

(xvii) Instructors (Rs. 145-245)

The Instructors are required to have studied upto S.S.C. and have a diploma or certificate in the trade or equivalent qualification with three years of experience or a pass in the Gujarati VIII standard examination and one year's trade certificate and five years of experience. Instructors in the lower grade or Assistant Instructors or skilled workers are eligible for promotion to these posts. Consistent with the responsibilities that these posts carry and the scale of pay recommended for the promotion posts the Commission recommends a scale of Rs. 175-8-215-EB-10-255-12-315-EB-15-345 for the posts of Instructors. The lower grade posts (i) Rs. 125-245, (ii) Rs. 125-190 at which direct recruitment is made and for which the qualification required is the one year trade certificate are recommended to be put on the scales of (i) Rs. 175-8-215-EB-10-255-12-315-EB-15-345 and (ii) Rs. 175-8-215-EB-10-275, respectively.

(xviii) Assistant Co-operative Officer, Investigator, Statistical Assistant, Junior Supervisors (Rs. 145-185)

Both in regard to qualifications and the level of promotion these posts carry comparable positions. In terms of duties and responsibilities also they are generally on par. The Commission recommends for all these posts a uniform scale of Rs. 200-10-250-EB-12-310.

(xix) Graders (Rs. 145-185)

Promotion to the posts of Graders is made from the cadre of clerks. The Graders work at market committees on grading of cereals. The Commission considers that it would be proper to equate them to senior clerks and recommends the same scale as for those posts.

(xx) Supervisors (II and III Grade) (Rs. 130-170) (Rs. 91-170)

The initial recruitment qualifications for both the grades is the same and the nature of work and responsibility not very distinguishable. The higher grade carries the same maximum as the lower grade. The Commission recommends that both the grades could be united and put on a running scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240.

(xxi) Special Pay

The Commission has recommended the grant of special pay of Rs. 100 p.m. to Deputy Registrar posted in charge of Divisions. The other special pays in vogue in the Department are covered under general recommendations on special pays.

SCHEDULE

CO-OPERATION DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay		Remarks
			3	4	5	6	
	<i>Gazetted</i>			<i>Rs.</i>	<i>Rs.</i>		
1	Registrar of Co-operative Societies	..	1	Cadre post	Cadre post		
2	Joint Registrar	..	3	900-40-1100-50-1200	1050-50-1100-60-1400		
3	Deputy Registrar	..	8	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		Deputy Registrar posted in charge of Division to be given special pay of Rs. 100/- p.m.
4	District Registrar	..	7	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
5	Special Auditor	..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
6	Project Officer	..	2	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
7	Deputy Director of Cottage Industries	..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
8	Textile Expert	..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
9	Superintendent Quality Control..	..	1	(370-395)-420-30-510-35-755-EB-40-875	500-30-650-EB-35-825-EB-45-1050-50-1100		
10	District Registrar	..	10	(370-395)-425-30-575-EB-30-665-35-735	500-30-650-EB-35-825-EB-40-905-45-950		
11	Special Officer (R.B.R.S.)	..	1	(370-395)-425-30-575-EB-30-665-35-735	500-30-650-EB-35-825-EB-40-905-45-950		
12	P. A. to Registrar of Co-operative Societies (M.L.)	..	1	(370-395)-425-30-575-EB-30-665-35-735	500-30-650-EB-35-825-EB-40-905-45-950		

13	Assistant Director	..	2	(370-395)-425-30-575-EB-30-665-35-735	500-30-650-EB-35-825-EB-40-905-45-950
14	District Registrar	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
15	Assistant District Registrar	..	40	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
16	Special Auditor, Co-operative Societies	..	30	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
17	P.A. to Registrar, Co-operative Societies	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
18	Superintendent, Co-operative Farming	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
19	Pilot Project Officer	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
20	Accounts Officer	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
21	Deputy Development Officer	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
22	Woman Organiser	..	3	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
23	Engineer	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
24	Special Officer (Lift Irrigation)	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
25	Technical Officer (Leather)	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
26	Ceramic Expert	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
27	Textile Officer	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850

CO-OPERATION DEPARTMENT—*Contd.*

1	2	3	4	5	6
28	Chemist Ghee grading	..	2 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	Rs. 350-20-450-EB-25-525-30-675-EB-35-850	
29	Assistant Director, Textile	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	450-25-550-EB-30-670-35-845-EB-40-925	
<i>Non-Gazetted</i>					
30	Technical Assistant	..	4 320-15-470-20-570	350-20-450-EB-25-550-EB-30-700	
31	Examiner	..	2 320-15-470	350-20-450-EB-25-650	
32	Office Superintendent	..	24 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
33	Auditor, Co-operative Societies	..	46 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
34	District Officer (U.R.C.)	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
35	Forest Officer	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
36	Assistant, Achievement Audit	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
37	Grading Officer	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
38	Co-operative Officer	..	4 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
39	District Co-operative Officer	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
40	Milk Organiser	..	2 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
41	Pilot Project Officer	..	4 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
42	District Officer (Handicrafts)	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
43	Technical Assistant	..	3 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
44	Weaving Supervisor	..	2 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
45	Dyeing Supervisor	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	

46	Chemist	..	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-EB-25-575	Degree holders to start at Rs. 286.
47	Foreman (workshop)	..	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
48	Cattle Breeding Expert	..	2	230-10-300-20-340	325-15-400-EB-20-500-25-525	
49	Mechanical Supervisor	..	5	230-10-300-20-340	250-12-310-EB-15-400-EB-20-460	
50	Senior Dyeing Demonstrator	..	1	195-5-245-15-320	250-12-310-EB-15-400-EB-20-460	
51	Co-operative Officer	..	82	195-10-245	250-12-310-EB-15-370	
52	Head Clerk	..	51	195-10-245	250-12-310-EB-15-370	
53	Auditor, Co-operative Societies	..	118	195-10-245	250-12-310-EB-15-370	
54	Accountant	..	4	195-10-245	250-12-310-EB-15-370	
55	Special Supervision Officer	..	1	195-10-245	250-12-310-EB-15-370	
56	Marketing Officer	..	2	195-10-245	250-12-310-EB-15-370	
57	Marketing Inspector	..	1	195-10-245	250-12-310-EB-15-370	
58	Senior Supervisor (Handloom)	..	6	195-10-245	250-12-310-EB-15-370	
59	Grading Supervisor	..	3	195-10-245	250-12-310-EB-15-370	
60	Distret Officer	..	2	195-10-245	250-12-310-EB-15-370	
61	Store-Keeper	..	1	195-10-245	250-12-310-EB-15-370	
62	Jobber (Powerloom)	..	10	195-10-245	250-12-310-EB-15-370	
63	Rector-cum-Superintendent	..	7	195-10-245	250-12-310-EB-15-370	
64	Field Officer	..	1	195-10-245	250-12-310-EB-15-370	
65	Leather Supervisor	..	2	195-10-245	250-12-310-EB-15-370	
66	Display Artist	..	1	195-10-245	200-10-250-EB-12-310-15-340	
67	Research Assistant	..	1	180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	

CO-OPERATION DEPARTMENT—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
68	Stenographer	..	3 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
69	Assistant Chemist	..	5 180-10-220-EE-15-280	200-10-250-EB-12-310-EB-15-400	
70	Textile Inspector	..	1 160-5-180-7-215	200-10-250-EB-12-310-15-340	
71	Warper-cum-sizer	..	1 150-5-190	175-8-215-EB-10-275	
72	Skilled Weaver	..	1 150-5-190	175-8-215-EB-10-275	
73	Fitter	..	1 150-5-190	175-8-215-EB-10-275	
74	Instructor	..	18 145-10-245	175-8-215-EB-10-255-12-315-EB-15-345	
75	Pattern Maker	..	1 145-10-245	175-8-215-EB-10-255-12-315-EB-15-345	
76	Draftsman	..	1 145-10-245	200-10-250-EB-12-310-15-340	
77	Die-maker	..	1 145-10-245	175-8-215-EB-10-255-12-315-EB-15-345	
78	Master Cutter	..	3 145-10-245	175-8-215-EB-10-255-12-315-EB-15-345	
79	Sub-Auditor, Co-operative Societies	..	19 145-8-185-10-195	200-10-250-EB-12-310-15-340	
80	Assistant Co-operative Officer	..	127 145-8-185	200-10-250-EB-12-310	
81	Senior Clerk	..	178 145-8-185 (+ special pay of Rs. 25/-p.m. to one post.)	200-10-250-EB-12-310	
82	Investigator	..	2 145-8-185	200-10-250-EB-12-310	
83	Grader	..	40 145-8-185	200-10-250-EB-12-310	
84	Statistical Assistant	..	4 145-8-185	200-10-250-EB-12-310	
85	Junior Supervisor	..	18 145-8-185	200-10-250-EB-12-310	

86	Sub-Auditor	..	146	145-8-185	200-10-250-EB-12-310-15-340
87	Record Keeper	..	2	145-8-185	200-10-250-EB-12-310
88	Accountant-cum-Storekeeper	..	3	145-8-185	200-10-250-EB-12-310
89	Aval Karkun	..	1	145-8-185	200-10-250-EB-12-310-15-340
90	Junior Chemist	..	3	145-10-245	200-10-250-EB-12-310-EB-15-400
91	2nd Grade Supervisor	..	12	130-4-170	130-5-155-EB-7-190-EB-8-230-10-240
92	2nd Grade Industrial Supervisor	..	12	130-4-170	130-5-155-EB-7-190-EB-8-230-10-240
93	Coir Supervisor	..	1	130-4-170	160-7-188-EB-9-215-10-265
94	Welder	..	1	130-4-170	160-7-188-EB-9-215-10-265
95	Instructor	..	2	125-5-145-8-185-EB-10-245	175-8-215-EB-10-255-12-315-EB-15-345
96	Instructor	..	2	125-5-145-4-165-5-190	175-8-215-EB-10-275
97	Designer	..	1	125-4-145-4-165-5-190	175-8-215-EB-10-275
98	Jobber	..	—	125-5-170	160-7-188-EB-9-215-10-265
99	Boiler Assistant	..	1	125-5-170	160-7-188-EB-9-215-10-265
100	Skilled Worker	..	19	125-3-140-4-160	160-7-188-EB-9-215-10-265
101	Assistant Instructor	..	1	117-4-145	160-6-190-EB-7-225
102	Surveyor	..	1	115-3-133-4-165	160-7-188-EB-9-215-10-265
103	Surveyor	..	1	115-4-165	160-7-188-EB-9-215-10-265
104	Leather Instructor	..	1	112-3-145	160-6-172-7-200
105	Assistant Instructor	..	1	105-3-130	125-4-145-EB-5-165-7-200
106	Jobber	..	1	105-3-135	125-4-145-EB-5-165-7-200
107	Warper	..	1	105-3-135	125-4-145-EB-5-165-7-200

CO-OPERATION DEPARTMENT—*Concl'd.*

1	2	3	4	5	6
			Rs.	Rs.	
108	Assistant Instructor	..	1 95-3-125-4-145	125-4-145-EB-5-165-7-200	
109	Assistant Instructor (Leather)	2	95-5-125	125-4-145-EB-5-165-7-200	
110	IIIrd Grade Supervisor	..	18 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
111	Supervisor	..	8 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
112	Price Reporter	..	2 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
113	Computors	..	4 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
114	Junior Clerk	..	501 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
115	Steno-typist	..	5 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
116	Typist	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
117	Mechanical Assistant	..	13 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
118	Driver	..	1 100-3-130	125-4-145-EB-5-165-7-200	
119	Instructor	..	1 75-3-105	110-3-140	
120	Semi-skilled Worker-Helper	..	11 75-3-105	110-3-140	
121	Daftarband	..	2 70-1-85	100-3-130	
122	Winder	..	2 70-1-75	100-2-110	
123	Naik	..	11 70-1-80	90-2-110	To be given special pay of Rs. 5/p.m.
124	Peon	..	244 65-1/2-70	90-2-110	
125	Watchman	..	5 65-1/2-70	90-2-110	
126	Attendant	..	575 80/-consolidated	100/-consolidated	

SECTION 6—CO-OPERATIVE TRIBUNAL

The appointment to the post of Registrar (Rs. 245-735) is made by promotion from the post of Bench Clerk or senior clerk who are graduates, on the basis of seniority-*cum*-merit. The Registrar is the Head of the office of the Tribunal. He attends to administrative work of the office as well as scrutinises appeals and revision applications etc., filed by applicants. The post is comparable to any other class II posts and having regard to duties and responsibilities of the posts, the Commission recommends the pay scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850. The other posts are common and would carry the pay scales recommended for comparable posts.

SCHEDULE
CO-OPERATIVE TRIBUNAL

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
			Rs.		
1	Registrar	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
2	Stenographer	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
3	Bench Clerk	..	1 165-10-245	200-10-250-EB-12-310-15-340	
4	Senior Clerk	..	1 145-8-185-10-245	200-10-250-EB-12-310-15-340	
5	Clerk	..	2 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
6	Typist	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
7	Naik	..	1 70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
8	Peon	..	1 65-1/2-70	90-2-110	

CHAPTER V

CIVIL SUPPLIES DEPARTMENT

The Civil Supplies Department is entrusted with the enforcement and implementation of the Essential Commodities Act. The offices under the administrative control of Civil Supplies Department are: (1) The Directorate of Civil Supplies, (2) The Directorate of Civil Supplies (Accounts), (3) The Directorate of Food and (4) The office of the Food Controller. The District level organisation of the Civil Supplies Department functions under the direct control of the Collectors.

The posts in the Civil Supplies Department at the Secretariat are filled in by personnel of the Secretariat cadres or by transfer of Deputy Collectors and the posts in the offices of the Heads of Departments and under the District Establishment are generally filled in by transfer of officers and staff of the Revenue Department.

Pay scales of some of the categories of posts special to the Departments are discussed below :—

SECTION I—DIRECTORATE OF CIVIL SUPPLIES

(i) Director of Civil Supplies (Rs. 1100-1300)

The existing pay scale of the post of Director of Civil Supplies is Rs. 1100-50-1300. No recruitment qualifications have been laid down for this post. The Director has Statewide jurisdiction and is in overall control of matters relating to civil supplies. The Secretary, Civil Supplies Department, has recommended the equation of the post of Director of Civil Supplies with the posts of Superintending Engineer, Director of Agriculture and Director of Education. The Commission considers that with proper regard to relativities, the equation proposed is not justified and recommends instead the scale of Rs. 1300-60-1600 for this post.

(ii) Chief Technical Inspector (Rs. 260-370)

The post is filled either by nomination of candidates who are graduates in Science or Agriculture or by promotion of Assistant Technical Inspector. The duties of the post involve supervision of the upkeep of Government grain godowns and preservation of foodgrains in godowns. The Director of Civil Supplies has suggested a revised scale of Rs. 375-15-450 for this post. Looking to the qualifications, the channel of promotion and the nature of duties the Commission considers that a scale of Rs. 325-15-400-EB-20-500-25-525 would be fair and adequate for this post.

(iii) Inspectors (i) (Rs. 205-270)

(ii) (Rs. 185-245)

These posts are filled in either by nomination of those who are graduates or by promotion from Inspectors (Rs. 145-185) and Head Clerks (Rs. 185-215). The functions of Inspectors (Rs. 205-270) are to look after the movement of sugar from other States to Gujarat State and the functions of Inspectors of the other category (Rs. 185-245) relate to enforcement of various control orders. The Director of Civil Supplies has suggested a revised scale of Rs. 220-15-385 for Inspectors in place of the existing two scales. The Commission accepts the proposal for a common scale and recommends for these posts the scale of Rs. 250-12-310-EB-15-370.

(iv) Assistant Technical Inspector (Rs. 180-280)

Under the Chief Technical Inspector there is an Assistant Technical Inspector. Appointment to this post is made either by nomination of a candidate possessing a degree in science or agriculture or by promotion from Inspector (Rs. 185-245) and Head Clerks (Rs. 185-215). His duties

are to look after the upkeep of Government godowns and preservations of foodgrains. The Director of Civil Supplies has suggested a revised scale of Rs. 220-15-385 for this post also. The Commission considers that equation of this post with the posts of Inspectors would be fair and accordingly recommends the same scale of Rs. 250-12-310-EB-15-370.

(v) **Inspectors (Rs. 145-185)**

Appointment to these posts is made either by nomination of persons who have passed the S.S.C. Examination or by promotion from clerks or by deputation. The duties of Inspector relate enforcement of various control orders. The Director of Civil Supplies has suggested a revised scale of Rs. 175-15-265 for this post. The Commission recommends that these posts may be put on the scale of Rs. 200-10-250-EB-12-310 which is the scale for senior clerks. Direct recruitment at this level should preferably be of graduates.

(vi) **Special Pay**

The Deputy Directors of Civil Supplies, who are Deputy Collectors, get special pay of Rs. 100 p.m. The Secretary, Civil Supplies Department has suggested that the special pay should be enhanced to Rs. 150/- p.m. on par with the rate of special pay for Deputy Collectors appointed as Under Secretaries in Sachivalaya. The Assistant Directors of Civil Supplies, who are from the cadre of Mamlatdars, get special pay of Rs. 75 p.m. The Secretary, Civil Supplies Department pointed out that as the Assistant Directors carry heavier responsibilities than the Mamlatdars, the special pay is justified and it should be increased to Rs. 100 p.m. All these special pays are recommended to be discontinued in keeping with the Commission's approach to the question on special pays, outlined in the Chapter on special pays.

(vii) **Fresh Proposals for Grant of Special Pays**

The Director of Civil Supplies has proposed the grant of a special pay of Rs. 200/- to his post in view of the additional responsibility shouldered by him as Deputy Secretary of the Department. The Secretary, Civil Supplies Department, has in his evidence before the Commission, stated that if a separate pay scale is prescribed for the post of Director of Civil Supplies there would be no scope for the grant of special pay. Since the Commission has recommended a separate scale of pay for the post, grant of a special pay in addition is not considered necessary.

There are three posts of Mamlatdars (Inspection) under the Director of Civil Supplies. At present they do not get any special pay on account of their being designated as Mamlatdars. The Secretary, Civil Supplies Department, has suggested that the Mamlatdars should be designated as Assistant Directors and given special pay as in the case of other Assistant Directors. The Commission has recommended the abolition of special pays even where admissible to the Assistant Directors. The question of granting special pays to the Mamlatdars therefore does not arise.

SCHEDULE

DIRECTORATE OF CIVIL SUPPLIES

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director	1	1100-50-1300	1300-60-1600	
2	Deputy Director	3	(i) 795-40-875-50-975- (for one post) (ii) (370-395)-420-30-510-35-755- EB-40-875-EB-45-1100 (for two posts) + special pay of Rs. 100/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
3	Assistant Director, Civil Supplies	2	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735 + special pay of Rs. 75/-p.m.	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
4	Mamlatdar	3	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
5	Superintendent	1	365-20-445-EB-20-625-25-650	425-25-550-EB-30-670-EB-35-775	
6	Chief Technical Inspector	1	260-10-280-15-370	325-15-400-EB-20-500-25-525	
7	Accountant	1	205-10-265-15-280	250-12-310-EB-15-370	
8	Inspector	5	205-10-255-15-270	250-12-310-EB-15-370	
9	Inspector	3	185-10-245	250-12-310-EB-15-370	
10	Head Clerks	5	185-10-215	200-10-250-EB-12-310-15-340	
11	Stenographer Grade II	2	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
12	Assistant Technical Inspector	1	180-10-220-EB-15-280	250-12-310-EB-15-370	

DIRECTORATE OF CIVIL SUPPLIES—Concl'd.

1	2	3	4	5	6
			Rs.		
13	Inspectors	..	19 145-8-185	200-10-250-EB-12-310	
14	Senior Clerk	..	8 145-8-185	200-10-250-EB-12-310	
15	Clerks	..	9 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
16	Storekeeper	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
17	Typists	..	5 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
18	Driver	..	2 95-2-115-3-130	125-4-145-EB-5-165-7-200	To be given special pay of Rs. 5/-p.m.
19	Naik	..	1 70-1-75	90-2-110	
20	Peons	..	12 65-1/2-70	90-2-110	

SECTION 2—DIRECTORATE OF CIVIL SUPPLIES (ACCOUNTS)

The posts of the Directorate are either filled in by drawing officers from the common Accounts cadre or they belong to the common categories of posts. The pay scales recommended for all these posts are shown in the accompanying schedule.

(i) Special Pay

The post of Accountant, Kutch (in the scale of Rs. 180-225) carries a special pay of Rs. 20 p.m. The scale for the post has been revised to be on par with that of Assistant Accountants. The special pay may therefore be discontinued.

SCHEDULE
DIRECTORATE OF CIVIL SUPPLIES (ACCOUNTS)

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Rs.	Recommended time scale of pay	Rs.	Remarks
1	2	3	4		5		6
<i>Gazetted</i>							
1	Director of Civil Supplies (Accounts)	1	(i) 800-50-1200 (city scale personal to present incumbent.) (ii) (370-395)-420-30-570-35-710-40-750 EB-40-950		500-30-650-EB-35-825-EB-45-1050-50-1100		
2	Accounts Officer	4	(i) 470-20-570-25-595-30-685 (personal) (ii) (245-260)-280-15-385-20-485- EB-20-585-EB-25-735		350-20-450-EB-25-525-30-675-EB-35-850		
<i>Non-Gazetted</i>							
3	Senior Accountant	5	315-15-375		325-15-400-EB-20-500-25-525		
4	Inspector of Accounts	8	315-15-375		325-15-400-EB-20-500-25-525		
5	Junior Accountant	16	215-15-245-20-265		250-12-310-EB-15-370		
6	Accountant 'Kutch'	1	180-10-210-15-225 + special pay of Rs. 20/-p.m.		250-12-310-EB-15-370		Special pay to be discontinued.
7	Assistant Accountant	14	185-10-245		250-12-310-EB-15-370		
8	Head Clerk	1	165-8-245		250-12-310-EB-15-370		
9	Deputy Accountant	1	145-8-185		200-10-250-EB-12-310-15-340		
10	Stenographer Grade II	1	180-10-280-15-340		250-12-310-EB-15-400-EB-20-460		
11	Cashier	1	91-3-130-EB-4-170 + special pay of Rs 20/-p.m.		130-5-155-EB-7-190-EB-8-230-10-240		
12	Accounts Clerks	13	91-3-130-EB-4-170 + special pay of Rs. 20/-p.m.		130-5-155-EB-7-190-EB-8-230-10-240		Special pay to be discontinued.
13	Typist Clerk	15	91-3-130-EB-4-170		130-5-155-EB-7-190-EB-8-230-10-240		
14	Daftari	1	75-1-85		100-3-130		
15	Peons	17	65-1/2-70		90-2-110		
16	Watchmen	2	65-1/2-70		90-2-110		

SECTION 3--DIRECTORATE OF FOOD

(i) **Special Officer (Non-Gazetted)** (Rs. 425-735)

The post is filled in either by deputation or promotion from class III posts of Senior Inspector (Rs. 185-245). The duties of the Special Officer are to arrange for procurement of food from other States. The Head of the Department has not suggested any revised scale for this post. The Civil Supplies Department has informed the Commission that the existing incumbent is on deputation from the Government of India. The Commission feels that having regard to the nature of responsibility involved in organising movement of foodgrains from outside the State this post may carry the normal class II scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850.

(ii) **Senior Inspectors** (Rs. 185-245)

The post of Senior Inspector is filled on promotion or on deputation. Promotion is made from the post of Junior Inspector or Senior Clerks (Rs. 145-185). The Senior Inspectors are expected to look after expeditious despatch of foodgrains from other States. The Head of the Department has suggested a revised scale of Rs. 225-15-315-EB-20-395 for this post. The Commission recommends a revised scale of Rs. 250-12-310-EB-15-370.

(iii) **Junior Inspector** (Rs. 145-185)

The post is filled in by nomination or transfer of Senior Clerks. The duties of Junior Inspector are to look after the despatch of foodgrains and other items. The Head of the Department has suggested a revised scale of Rs. 185-10-225 for this post. The Commission proposes for this post the same scale as for Senior Clerks. Nomination should preferably be of graduates.

(iv) **Analyser** (Rs. 205-245)

Appointment to the post of Analyser is made on deputation of persons from the Agriculture Department. The duties of the Analyser consist of analysing samples of foodgrains. The Head of the Department has suggested a revised scale of Rs. 225-15-315-EB-20-395 for this post. The Commission considers that the arrangement of filling the post by obtaining on deputation officers of the Agriculture Department may continue. No separate pay scale is therefore recommended.

(v) **Special Pay**

The Deputy Directors of Food and Assistant Directors of food get special pay of Rs. 100 and Rs. 75 p.m. respectively. These special pays may be abolished. The Senior Inspectors get special pay of Rs. 50 p.m. when they are on tour outside the State. The Department has suggested continuance of special pay. Under the B.C.S.R. 422 Government servants on tour outside the State are authorised to draw Travelling Allowance at a rate higher by 25% than applicable to Government servants of the State where they tour or the normal rates of Travelling Allowance applicable within the State of Gujarat whichever is more. The Commission considers that a special pay in addition to this concession available to Government servants on tour outside the State is not justified and therefore the special pay may be discontinued.

SCHEDULE
DIRECTORATE OF FOOD

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Rs.	Cadre Post	Recommended time scale of pay	Rs.	Remarks
1	2	3	4			5	6	
<i>Gazetted</i>								
1	Deputy Secretary and <i>ex-officio</i> Director of Food	1	Cadre post					
2	Deputy Director of Food	4	(370-395)-420-30-510-35-755-EB-40-875-EB-45-1100 + special pay of Rs. 100/-p.m. attached to three posts.		500-30-620-EB-40-820-45-1000-EB-50-1250			Special pay to be discontinued.
3	Assistant Director	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735 + special pay of Rs. 75/-p.m.		350-20-450-EB-25-525-30-675-EB-35-850			Special pay to be discontinued.
<i>Non-Gazetted</i>								
4	Special Officer	1	425-30-575-EB-30-665-35-735		350-20-450-EB-25-525-30-675-EB-35-850			
5	Head Clerk	4	185-10-215		200-10-250-EB-12-310-15-340			
6	Senior Inspector	17	185-10-245 + special pay of Rs. 50/-p.m. when they are on tour outside the State.		250-12-310-EB-15-370			Special pay to be discontinued.
7	Stenographer Grade II	2	180-10-280-15-340		250-12-310-EB-15-400-EB-20-460			
8	Analysar	1	205-10-245		Incumbent to be drawn from the Agriculture Department			
9	Senior Clerk	5	145-8-185		200-10-250-EB-12-310			
10	Junior Inspector	6	145-8-185		200-10-250-EB-12-310			
11	Clerk	10	91-3-130-EB-4-170		130-5-155-EB-7-190-EB-8-230-10-240			
12	Typist	4	91-3-130-EB-4-170		130-5-155-EB-7-190-EB-8-230-10-240			
13	Driver	1	95-2-115-3-130		125-4-145-EB-5-165-7-200			
14	Peons	11	65-1/2-70		90-2-110			

SECTION 4—OFFICE OF THE FOOD CONTROLLER

For the different posts in the Office of the Food Controller the Commission has recommended the same scale of pay as for comparable posts under the Directorate of Civil Supplies or the Directorate of Food.

Special Pay

The Deputy Food Controller (Food) gets a special pay of Rs. 100 p.m. This special pay may be abolished.

Fresh Proposals for Grant of Special Pay

The Food Controller has pointed out that Deputy Food Controller (Godown) does not get any special pay at present whereas Deputy Food Controller (Food) gets a special pay of Rs. 100 p.m. The Secretary, Civil Supplies Department, has suggested that there is no reason why the Deputy Food Controller (Godown) should not also get the special pay as he has to work late hours. The special pay for the Deputy Food Controller (Food) has also been proposed to be abolished. This question therefore does not arise.

SCHEDULE
OFFICE OF THE FOOD CONTROLLER

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Food Controller	..	1 I.A.S. scale (Junior or senior time scale)	..	
2	Deputy Food Controller	..	2 (370-395)-420-30-510-35-755-EB-40-875-45-1100 plus special pay of Rs. 100/-p.m. to one post	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
3	Assistant Food Controller	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
4	Senior Accountant	..	1 315-15-375	325-15-400-EB-20-500-25-525	
5	Chief Supply Inspector	..	1 185-10-215	200-10-250-EB-12-310-15-340	
6	Zonal Officer	..	6 185-10-215	200-10-250-EB-12-310-15-340	
7	District Godown Inspector	..	1 185-10-215	200-10-250-EB-12-310-15-340	
8	Stenographer Grade II	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
9	Supply Accountant	..	2 145-8-185-10-245	200-10-250-EB-12-310-15-340	
10	Supply Avalkarkun	..	2 145-8-185 plus special pay of Rs. 30/-p.m.	200-10-250-EB-12-310-15-340	Special pay to be discontinued.
11	Aval Karkun	..	5 145-8-185	200-10-250-EB-12-310-15-340	
12	Inspector	..	28 145-8-185	200-10-250-EB-12-310	
13	Assistant Zonal Officer	..	6 145-8-185	200-10-250-EB-12-310	

14	Assistant Godown Manager	..	6	145-8-185	200-10-250-EB-12-310	To be given special pay of Rs. 25/-p.m.
15	Station Duty Inspector	..	2	145-8-185	200-10-250-EB-12-310	
16	Deputy Accountant	..	1	145-8-185	200-10-250-EB-12-310-15-340	
17	Clerks	..	62	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
18	Clerk-cum-cashier	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
19	Accounts Clerk	..	3	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
20	Typist	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
21	Driver	..	1	95-2-115-3-130	125-4-145-EB-5-165-7-200	
22	Naik	..	1	70-1-75	90-2-110	To be given special pay of Rs. 5/-p.m.
23	Peons	..	23	65-1/2-70	90-2-110	
24	Hamal-cum-sweeper	..	3	65-1/4-70	90-2-110	
25	Sweeper	..	20	75/-fixed	90-2-110 (if full time post)	
26	Watchmen	..	16	60/-fixed	90-2-110 (if full time post)	

SECTION 5—DISTRICT LEVEL ORGANISATION OF THE CIVIL SUPPLIES DEPARTMENT

The district level organisation of the Civil Supplies Department functions under the Collectors who are assisted by District Supply Officers drawn from the cadre of Deputy Collectors. The Commission has been informed that the various posts at the district level are manned by personnel of the Revenue Department. No separate recommendations in regard to pay scales are therefore necessary.

(i) **Fresh Proposals for Grant of Special Pay**

The Secretary, Civil Supplies Department, pointed out that Godown Managers and Godown Keepers shoulder onerous responsibilities relating to receipt, issue, preservation, and movement of foodgrains and the maintenance of proper accounts. He has recommended that special pays at the rate of 20% of pay not exceeding Rs. 30/- may be sanctioned to godown managers/godown keepers. The Commission considers that grant of special pay would be justified in these cases and recommends that godown managers may be given a special pay of Rs. 25/- and godown keepers Rs. 15/- p.m.

SCHEDULE
DISTRICT LEVEL ORGANISATION OF THE CIVIL SUPPLIES DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay		Remarks
			3	4	5	6	
<i>Gazetted</i>							
1	District Supply Officer	..	17	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
<i>Non-Gazetted</i>							
2	Inspector of Accounts	..	2	315-15-375	325-15-400-EB-20-500-25-525		
3	Assistant Accountant	..	1	185-10-245	250-12-310-EB-15-370		
4	Chief Supply Inspector	..	17	185-10-215	200-10-250-EB-12-310-15-340		
5	Zonal Officer	..	4	185-10-215	200-10-250-EB-12-310-15-340		
6	Godown Inspector	..	17	185-10-215	200-10-250-EB-12-310-15-340		
7	Supply Avalkarkun	..	214	145-8-185	200-10-250-EB-12-310-15-340		
8	Supply Accountant	..	17	145-8-185-10-245	200-10-250-EB-12-310-15-340		
9	Assistant Zonal Officer	..	6	145-8-185	200-10-250-EB-12-310-15-340		
10	Assistant Godown Manager	..	6	145-8-185	200-10-250-EB-12-310-15-340		
11	Deputy Accountant	..	4	145-8-185	200-10-250-EB-12-310-15-340		
12	Statistical Assistant	..	17	145-8-185	200-10-250-EB-12-310-15-340		
13	Price Control Inspector	..	29	145-8-185	200-10-250-EB-12-310-15-340		
14	Supply Inspector	..	102	145-8-185	200-10-250-EB-12-310-15-340		
15	Supply Senior Clerk	..	10	145-8-185	200-10-250-EB-12-310-15-340		

DISTRICT LEVEL ORGANISATION OF THE CIVIL SUPPLIES DEPARTMENT—*concd.*

1	2	3	4	5	6
				Rs.	
16	Godown Manager	..	106 145-8-185	200-10-250-EB-12-310-15-340	To be given special pay of Rs. 25/-p.m.
17	Junior Clerk	..	540 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
18	Godown Keeper	..	40 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	To be given special pay of Rs. 15/-p.m.
19	Godown Clerk	..	114 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
20	Typist	..	19 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
21	Peons	..	111 65-1/2-70	90-2-110	
22	Hamal-cum-sweeper	..	116 65-1/2-70	90-2-110	
23	Chowkidar	..	400 60/-fixed	90-2-110	
24	Attendant	..	199 80/-consolidated	100/-consolidated	

CHAPTER VI

EDUCATION AND LABOUR DEPARTMENT

SECTION 1—DIRECTORATE OF TECHNICAL EDUCATION

The Directorate of Technical Education is concerned with education in technical subjects at all levels, vocational education for secondary schools and training of labour for acquiring skills in engineering and non-engineering trades. The Directorate conducts examinations for all technical courses other than degree courses in engineering throughout the State. In addition the Department carries out inspection of institutions imparting technical education and is responsible for the provision of staff, equipment and administration.

(i) **Director of Technical Education** (Rs. 2000-2250)

The post of Director is filled by nomination or by promotion from amongst senior most class I officers (Rs. 1100-1400) in the Collegiate Branch. For nominees the qualification prescribed is a degree in 2nd class in Engineering or Technology or a post graduate Engineering degree. The Director of Technical Education is the Chief Executive Officer with Financial, Technical, Administrative and Executive control over the entire Department.

The pay scale for the post was Rs. 1300-1600 and has been revised in September 1966 after the constitution of the Commission. The Commission is unable to accept this revised scale as either appropriate for the post or justified with reference to vertical or internal relativities. This however does not mean that the Commission seeks to underestimate the importance of the post or the high responsibilities that devolve on it especially in view of the tremendous expansion in all branches of technical education and the increase in the number of institutions under the Department's control. Consistent with the scheme of broad-banding of the posts at the highest levels the Commission recommends for this post the scale of Rs. 1800-100-2300.

(ii) **Deputy Director of Technical Education** (Rs. 370-1100 *plus* special pay of Rs. 150 p.m.)

Appointment to this post is made either by nomination or by promotion of class II officers (Rs. 245-735) according to seniority-*cum*-merit. The qualifications prescribed for recruitment are the same as for the post of Director. The Deputy Director assists the Director of Technical Education in office administration, conduct of examinations and the implementation of Plan schemes. The Head of Department has suggested revised scale of Rs. 1100-1100-50-1200-EB-50-1400-EB-50-1500 *plus* special pay of Rs. 150/- p.m. for this post.

The Secretary, Education and Labour Department has recommended that the scales of pay of all class I posts should be the same as those under consideration for the posts in the proposed All-India Education Service since these would eventually be included in the All-India Service. The Commission is unable to accept this as a valid criterion for determination of pay scales for these posts in the present context. So far as the post of Deputy Director is concerned the two factors that should weigh prominently in regard to the fixation of the pay scale are (i) the administrative and executive nature of responsibility and (ii) the existing channel of promotion. Considering these factors the Commission recommends the scale of Rs. 700-40-860-EB-50-1110-55-1275, which would be essentially fair for this post. The scale of pay having been devised specifically for the post there can be no justification for the special pay which may be abolished.

(iii) **Assistant Director of Training** (Rs. 370-1100)

The post is filled up by nomination or by promotion from class II officers (Rs. 245-735) according to seniority-*cum*-merit. For nominees the basic qualification prescribed is a degree or diploma in Mechanical Engineering. The duties of the Assistant Director are to assist the Director of Technical Education in administration and training relating to the craftsman training and other labour schemes. The Director of Technical Education has suggested a revised scale of Rs. 685-

40-765-45-900-EB-50-1100-EB-50-1200 for this post.. The Commission considers that having regard to the internal relativities in the Department the pay scale for this post should be the same as for many other class I posts in other Departments of comparable status and responsibilities. Accordingly the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 is recommended for this post.

(iv) Deputy Apprenticeship Adviser (Rs. 370-1100)

This post is filled up either by nomination or by promotion from class II officers, for nominees the qualifications prescribed being a 2nd class degree or diploma in Mechanical or Electrical Engineering. The duties of the Deputy Apprenticeship Adviser are to assist the State Apprenticeship Adviser in execution of the Apprenticeship Act, 1961. The Head of the Department has proposed a scale of Rs. 685-40-765-45-900-EB-50-1100-EB-50-1200 for this post. The Commission recommends the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 for this post also for the same reasons as enumerated above.

(v) Deputy Inspector of Technical Education (Rs. 245-735)

Direct recruitment to these posts is made of those who possess a 2nd class degree or diploma in Mechanical or Electrical Engineering. The functions of the Deputy Inspector are the inspection of Institutions and administrative duties. The Head of the Department has suggested a revised scale of Rs. 470-25-595-30-685-EB-40-765-45-900 *plus* special pay of Rs. 100/- p.m. for this post, on the footing that the incumbents are to be drawn from among Lecturers. At present the Deputy Inspectors are directly recruited as indicated above. Under the existing provisions relating to recruitment, Lecturers are not eligible for transfer to these posts and considering this as a basis for fixing the pay scale of the post does not therefore arise. The considerations that should guide the determination of the scales of pay of staff on the teaching side do not necessarily hold good in the case of the administrative posts. The Commission recommends for this post the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850.

(vi) Assistant Planning Officer (Rs. 245-735) P.A. to Director of Technical Education (Rs. 245-735)

Both these are promotion posts for office Superintendents of the Department on the scale of Rs. 250-370. The duties involve general supervision in the case of the P. A. and review and co-ordination of implementation of plan schemes in the case of the Assistant Planning Officer. The Commission recommends that both the posts should carry the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850.

(vii) Assistant Apprenticeship Adviser (Rs. 370-520)

The post of Assistant Apprenticeship Adviser is filled by nomination or by promotion. For nominees the qualification laid down is a diploma in Electrical/Mechanical Engineering. The duties of the Assistant Apprenticeship Adviser relate to the conduct of surveys of apprenticeship facilities. The existing scale for the post is high in comparison to scales of pay of posts requiring similar qualifications in other Departments. Considering the nature of responsibility and the promotion channels operative in the Department the present scale is over-generous. The fact that it is higher than the scale of pay of Assistant Lecturers in technical subjects who are required to be engineering graduates aggravates the anomaly. The Commission considers that the scale of Rs. 325-15-400-EB-20-500-EB-25-575 would be more than adequate for the post.

(viii) **Principals of Government Engineering Colleges and of Government Polytechnics at Ahmedabad, Bhavnagar and Surat**

(Rs. 1100-1400 *plus* special pay of Rs. 100 p.m. for Principals of Government Engineering Colleges only)

The posts of Principals are filled up by nomination or by promotion from the cadre of Professors/Heads of Departments according to seniority-*cum*-merit. For nominees the qualification laid down is a 2nd class Degree in Engineering or post graduate degree and teaching experience of about seven years. The Principal is in charge of General Administration of the Institution and carries teaching duties in addition. The Director of Technical Education has suggested a revised scale of Rs. 1100-1100-50-1200-EB-50-1400-EB-50-1500 (*plus* special pay of Rs. 100 p.m. for Principals of Engineering colleges only).

The present system of remunerating the Principal of the Engineering college by granting a special pay of Rs. 100 p.m. over and above the pay scale of Professors is basically sound and the Commission recommends the continuance of the same system. The Principals of the three polytechnics carry the same pay scale as Professors of Engineering colleges. Considering the responsibilities of the post of a Principal and the level of teaching in the Institutions this equation is proper and may remain. The scale of pay for Professors is discussed subsequently.

(ix) **Principals (other Government Polytechnics) (Junior Grade)**

(Rs. 900-1200 *plus* special pay of Rs. 100 p.m.)

The posts are filled up by nomination or by promotion from the cadre of Heads of Departments. The qualifications prescribed is a 2nd class Engineering degree/post-graduate degree and experience of teaching in addition. The duties involve teaching and administrative work. The Director has recommended the scale of Rs. 900-1200 *plus* special pay of Rs. 100 p.m. for these posts. The Commission considers that the scale of pay should be evolved with reference to the total responsibility of the post and a special pay would not therefore be necessary. Accordingly, the Commission recommends the scale of Rs. 1050-50-1100-60-1400 for these posts. Considering the qualifications and the nature of functions the same scale is recommended for Principals of R. C. Technical Institute and A. V. Parekh Technical Institute.

The Director has equated the post of Principal of the Girls' Polytechnic with these posts and has proposed the same pay scale. The Secretary, Education and Labour Department, has supported this. The Commission however considers that consistent with the internal relativities the scale of Rs. 850-50-1000-EB-55-1275 would be appropriate to the post of Principal of the Girls' Polytechnic.

(x) **Heads of Departments in Senior Polytechnics**

(Rs. 900-1200-Ahmedabad, Rs. 685-1100-Bhavnagar).

The posts of Heads of Department are filled in by nomination or by promotion from the posts of Lecturers. For nominees, the qualification prescribed is a 2nd class Engineering degree or post graduate degree and teaching experience.

The Director of Technical Education has recommended the scale of Rs. 685-40-765-45-900-EB-50-1100 for all Heads of Departments in senior Polytechnics including that of Ahmedabad. The Secretary, Education and Labour Department, has agreed with the recommendation of the Director that there should be a common scale for the Heads of Departments in the Polytechnics, at Ahmedabad and at Bhavnagar. The Commission accepts this view and recommends a uniform scale of Rs. 850-50-1000-EB-55-1275 for all these posts.

(xi) **Professors of Technical subjects in Engineering Colleges (Rs. 1100-1400)**

The posts of Professors in technical subjects viz. Civil/Mechanical/Electrical Engineering and Applied Mechanics are filled either by nomination or promotion from the cadre of Associate Professors and Principals in the scale of Rs. 900-1200. For nominees the basic qualification

prescribed for the posts is a 2nd class degree in the corresponding engineering branch or a post graduate degree. The scale was revised in 1964 from Rs. 900-1200 to Rs. 1100-1400. The Head of the Department has suggested a revised scale of Rs. 1100-1100-50-1200-EB-50-1400-EB-50-1500 for these posts. The basic factor with reference to which the pay scale of the teaching staff of engineering colleges is to be evolved is the nature and quality of education to be imparted in and institution of higher learning of the type. Besides recruits at this level are expected to possess years of teaching or research experience. Keeping these factors in view the Commission recommends the scale of Rs. 1300-60-1600 for the posts of Professors. For the posts of Associate Professors the Commission proposes the scale of Rs. 1050-50-1100-60-1400.

(xii) Professors in Non-Engineering subjects at Engineering Colleges and Polytechnics
(Rs. 370-1100)

Posts of Professors are filled by nomination or by promotion from the cadre of officers in class II posts on the collegiate branch according to seniority-cum-merit. For nominees the qualification prescribed is a 1st class B.A. plus doctorate or a First Class Master's degree and two years teaching experience or 2nd class B.A. plus M.A. in pass class with seven years' experience of teaching. The Director of Technical Education has recommended that the pay scales of Professors in Non-Technical subjects should be brought on par with those of Professors' in engineering subjects. He cited a similar arrangement at the regional engineering colleges under the Government of India. He accordingly recommended the scale of Rs. 1100-1100-50-1250-EB-50-1400-EB-50-1500. Some of the Professors in non-technical subjects such as Maths, at the Engineering college, Ahmedabad have also represented that the duties and responsibilities of Professors in technical and non-technical subjects are the same and that they have no prospects of advancement in the Department, unlike their counterparts in the Education Department who have scope for promotions. They have therefore sought the removal of disparity in pay scales of Professors in technical and non-technical subjects.

The Director of Technical Education has also pointed out that teaching staff at the level of Lecturers and above do not stick to their posts and in general 25% vacancies exist and flight of personnel is of the order of 12½%.

In the course of discussions with the Commission the Secretary, Education and Labour Department, expressed disagreement with this plea for parity. The Commission is of the view that to the extent that the qualifications of the teaching staff in technical and non-technical subjects are different the mere fact of discharging teaching functions at the same institution cannot uphold such a claim. Moreover, the teachers of non-technical subjects can have no valid reason to expect to be remunerated at a rate higher than that applicable to teachers teaching the same subjects in institutions of higher learning elsewhere. These teachers have to instruct the alumni of the institutions in principal subjects for graduation and the level of teaching can therefore be reckoned to be higher than in the technical institutions where such subjects can at best command secondary importance, the pride of place being given to the teaching of technical subjects. The lack of promotion prospects is no doubt a valid point. Taking this into view the Commission recommends for the posts of Professors the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250.

(xiii) Lecturers in Technical Subjects in Engineering Colleges and Polytechnics (Rs. 470-900)

The posts of Lecturers are filled by nomination or promotion from the cadre of Assistant Lecturers. For nominees the basic qualification prescribed for the posts is, in case of colleges a 2nd class engineering degree or a post graduate degree and in the case of Polytechnics, an engineering degree or a 2nd class diploma in engineering plus A.M.I.E. or a 2nd class diploma with experience. Teaching experience of some years is a necessary additional qualification. The pay scales of Lecturers in technical subjects have been revised twice, once in 1958 and further in 1961. The Director of Technical Education considers the existing scales adequate except in respect of rate of increment and has proposed a revised scale of Rs. 470-25-595-30-685-EB-40-765-45-900. The Commission recommends the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100.

(xiv) Lecturers in Non-technical Subjects in Engineering Colleges and Polytechnics (Rs. 245-735)

These posts are filled by nomination or by promotion from the cadre of Assistant Lecturers. For nominee the basic qualification prescribed is a 2nd class Master's degree in the respective subjects and teaching experience.

The Director has sought the same parity in the scales of pay of Lecturers in technical and non-technical subjects as he had advocated in the case of Professors. Some of the Lecturers in non-technical subjects at Government Polytechnics have also represented to the Commission in this behalf. The Commission has discussed this question already. Keeping in view the vertical relativities the Commission recommends for these posts the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850.

(xv) Assistant Lecturers in Civil/Mechanical/Electrical Engineering and Applied Mechanics etc. (Rs. 320-420 for diploma holders and Rs. 320-520 for degree holders).

These posts are filled by nomination of those possessing a 2nd degree in the respective branch of engineering or atleast a 2nd class diploma in the respective branch of engineering. They are eligible for promotion as Lecturers. No change in the existing scale for this post has been suggested by the Head of Department. Having regard to the academic responsibility carried by these posts the Commission recommends the scale of Rs. 350-20-450-EB-25-650 for degree holders and Rs. 325-15-400-EB-20-500-EB-25-575 for diploma holders. The same scales are recommended for the posts of Demonstrators who carry the same scales of pay at present.

(xvi) Lecturers in Government Girls' Polytechnic in different subjects (Rs. 245-735)

The posts of Lecturers are filled by nomination or by promotion from the cadre of Assistant Lecturers (Rs. 250-470). The basic qualification prescribed for the post is a degree in Commerce, Arts, or diploma in service management with certificate in English, Stenography and typing or 2nd class degree in Electrical Engineering, or 2nd class diploma in Tele-communication or Radio Engineering, etc. The Head of the Department has suggested revised scale of Rs. 470-25-595-30-685-EB-40-765-45-900 for these posts.

The Commission considers that the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 would be appropriate for all these posts and consistent with the responsibilities they carry.

(xvii) Principals of Industrial Training Institutes (Rs. 245-735)

Principals of Industrial Training Institutes are either recruited on promotion from the post of Superintendents or by nomination. The basic qualification is a degree or diploma in Mechanical Engineering. The duties involve administrative and academic work and arranging of training programmes. The Head of the Department has suggested a revised scale of Rs. 470-25-595-30-685-EB-40-765-45-900 in order to obtain degree holders to man these post. The Director also sought to make a distinction in the pay scales of Principals of Industrial Training Institutes on the basis of the strength of students and recommended the higher scale only in the case of Industrial Training Institutes with more than 500 students. The Secretary, Education and Labour Department, has also agreed with the Director's proposal in this behalf.

The Commission accordingly recommends the scale of Rs. 450-25-550-EB-30-670-35-845-EB-40-925 for the post of Principal of the Industrial Training Institute with more than 500 students and the scale of Rs. 425-25-525-EB-30-675-35-850 in other cases.

(xviii) Superintendent, Industrial Training Institute (Rs. 280-570)

The post of Superintendent is filled either by nomination or by promotion from the post of Foreman (Rs. 370-520). For nominees the basic qualification is a degree or diploma in Mechanical Engineering. Experience of two years in the case of a degree holder and of 5 years in the case of a diploma holder shall be necessary in addition. The duties of the Superintendent relate

to teaching and general administration of the affairs of the institution. The Director of Technical Education has brought out the anomaly in the existing pay scales of the posts of Superintendents of Industrial Training Institutes (Rs. 280-570) and Foreman Supervisor (Rs. 370-520) inasmuch as the Foreman, who is subordinate to the Superintendent and is eligible for promotion as Superintendent gets a higher starting pay and the rate of increment in his scale is higher than in the scale of the Superintendent. He has therefore suggested the scale of Rs. 410-20-470-EB-25-570 for this post. Several incumbents of the posts of Superintendents have also represented that considering the qualifications for the posts and duties and responsibilities which the Superintendent has to perform, a scale of Rs. 475-25-570-30-760-EB-35-900 should be sanctioned. They have also invited the attention of the Commission to the anomaly referred to above.

The Commission appreciates the need for revision of the scale of the post in order to eliminate this serious inconsistency in the pay structure and in keeping with proper internal relativities. Accordingly the Commission recommends for these posts the scale of Rs. 350-20-450-EB-25-550-EB-30-700. The same pay scale is recommended for the posts of Superintendents of Technical High Schools also.

(xix) Foreman, Industrial Training Institute (Rs. 370-520)

This post is filled by nomination or by promotion from the Supervisor's cadre. For nominees the qualification prescribed is S. S. C. plus diploma in engineering or technology. The duties of Foreman relate to co-ordination, maintenance of equipment and instruction. The Head of the Department has not suggested any change in the existing scale.

Considering the serious anomaly referred to above and having regard to the qualifications and duties and responsibilities of the post of Foreman the existing scale is very high and is wholly indefensible in terms of any relativities—vertical or horizontal. The Commission recommends that this post should carry the scale of Rs. 325-15-400-EB-20-500-EB-25-575. The same scale is recommended for the post of Assistant Engineering Superintendents also.

(xx) Supervisor (Rs. 250-420) Senior Instructor (Rs. 205-405)

The post of Supervisor is filled by direct selection or by promotion. A direct recruit is required to possess the qualification of S. S. C. and the N. T. C. course with C. T. I. training plus industrial or teaching experience of 5 years. The recruitment qualification for Senior Craft Instructor is also the same except for the difference in experience required which is of 3 years. The Senior Craft Instructor is eligible for promotion to the post of Supervisor. Looking to the recruitment qualifications of both the categories of posts which are nearly identical and there being not much difference in the nature of work and duties attached to these posts the Commission feels that both the categories of posts could be integrated and put on a common scale. The Commission recommends the pay scale of Rs. 250-12-310-EB-15-400-EB-20-480 for the posts of Supervisor and Senior Craft Instructor.

(xxi) Junior Instructors (Rs. 165-245)

The recruitment qualification and duties of the post are the same as those of Senior Instructors. The incumbent of this post is eligible for promotion to the post of Supervisor. Taking this factor into consideration the Commission recommends the pay scale of Rs. 175-8-215-EB-10-255-12-315-EB-15-345 for the post.

The pay scales recommended for the other categories of posts have been indicated in the accompanying schedule.

(xxii) Special Pays

With the revision of scales of pay the special pays sanctioned to the posts of Deputy Director, Principals of Polytechnics, Principal of A. V. Parekh Technical Institute, R. C. Technical Institute and the Girls Polytechnic have no justification and may be discontinued. The posts of Principals of Engineering Colleges may carry a special pay of Rs. 100/- p.m. over the scale of pay recommended for Professors.

SCHEDULE
DIRECTORATE OF TECHNICAL EDUCATION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director of Technical Education	1	2000-125-2250	1800-100-2300	
2	Deputy Director	3	(370-395)-420-30-510-35-755-EB-40-875-45-1100 plus special pay of Rs. 150/-p.m.	700-40-860-EB-50-1110-55-1275	Special pay to be discontinued.
3	Assistant Director of Training ..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
4	Deputy Apprenticeship Adviser	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
5	P. A. to the Director of Technical Education	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
6	Assistant Planning Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
7	Deputy Inspector of Technical Education	3	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
8	Statistical Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
9	Accounts Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
10	Mill Wright, Foreman	1	370-20-470-25-520	325-15-400-EB-20-500-EB-25-575	
11	Assistant Apprenticeship Adviser (Junior)	2	370-20-470-25-520	325-15-400-EB-20-500-EB-25-575	

DIRECTORATE OF TECHNICAL EDUCATION—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
12	Office Superintendent/ Superintendent	..	3 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
13	Auditor	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
14	Secretary	..	1 245-10-275-15-410-20-470	325-15-400-EB-20-500-EB-25-575	
15	Technical Assistant	..	1 250-15-280-20-420	250-12-310-EB-15-400-EB-20-480	
16	Head Clerk	..	10 195-10-245	250-12-310-EB-15-370	
17	Noting Assistant	..	22 185-10-225	200-10-250-EB-12-310-15-340	
18	Stenographer Grade II	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
19	Technical Assistant	..	1 165-8-225	175-8-215-EB-10-255-12-315-EB-15-345	
20	Cinema Operator	..	2 145-5-165-8-245	175-8-215-EB-10-255-12-315-EB-15-345	
21	Statistical Assistant	..	1 145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
22	Accountant	..	1 145-8-185-10-215	200-10-250-EB-12-310-15-340	
23	Record Keeper	..	1 145-8-185	200-10-250-EB-12-310	
24	Steno-typist (Gujarati)	..	1 91-3-130-EB-4-170 plus special pay of Rs. 10/- to Rs. 25/-p.m. according to speed	130-5-155-EB-7-190-EB-8-230-10-240	
25	Cashier	..	1 91-3-130-EB-4-170 plus special pay of Rs. 5/- to Rs. 25/-p.m. according to cash transaction	130-5-155-EB-7-190-EB-8-230-10-240	
26	Junior Clerk/Clerk-typist/Typist	46	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	

27	Naik	..	2	70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
28	Attendant	..	2	70-1-80	100-2-110	
29	Peon-Hamal	..	21	65-1/2-70	90-2-110	
<i>Collegiate Branch (Gazetted)</i>						
30	Principal (Government Engineering College)		2	1100-50-1200-EB-50-1400 plus special pay of Rs. 100/-p.m.	1300-60-1600	Special pay to be continued.
31	Principal (Government Polytechnic), Ahmedabad, Bhavnagar and Surat		3	1100-50-1200-EB-50-1400	1300-60-1600	
32	Professors (Civil/Mechanical/Electrical and Applied Mechanics Engineering)		10	1100-50-1200-EB-50-1400	1300-60-1600	
33	Professor (Engineering Maths/ and Applied Physics)		2	1100-50-1200-EB-50-1400	1300-60-1600	
34	Principal (Other Polytechnic)	..	6	900-30-960-40-1200 plus special pay of Rs. 100/-p.m.	1050-50-1100-60-1400	Special pay to be discontinued.
35	Principal (R.C. Technical Institute)		2	900-30-960-40-1200 plus special pay of Rs. 100/-p.m.	1050-50-1100-60-1400	Special pay to be discontinued.
36	Principal (A.V. Parekh Technical Institute)		1	900-30-960-40-1200 plus special pay of Rs. 100/-p.m.	1050-50-1100-60-1400	Special pay to be discontinued.
37	Associate Professor of Civil/Mechanical/Electrical and Applied Mechanics Engineering		4	900-40-1100-EB-50-1200	1050-50-1100-60-1400	
38	Head of Department, Civil/Mechanical/Electrical and Applied Mechanics Engineering at Government Polytechnic, Ahmedabad		3	900-30-960-40-1200	850-50-1000-EB-55-1275	
39	Reader in Electrical/Mechanical Design		1	900-40-1100	1050-50-1100-60-1400	

DIRECTORATE OF TECHNICAL EDUCATION—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
40	Head of Department, Civil/ Mechanical/Electrical/Applied Mechanics Department, Bhavnagar	4	685-700-40-1100	850-50-1000-EB-35-1275	
41	Assistant Professor in different Engineering subjects	5	685-40-885-EB-40-965-45-1100	850-50-1000-EB-55-1275	
42	Principal (Government Girls Polytechnic)	2	675-40-965-EB-45-1100 plus special pay of Rs. 100/-p.m.	850-50-1000-EB-55-1275	Special pay to be discontinued.
43	Workshop Superintendent in Engineering College	2	685-40-885-EB-40-965-45-1100	850-50-1000-EB-55-1275	
44	Professor of Maths/Physics/ Chemistry	6	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
45	Associate Professor of Maths ..	1	420-30-690-40-810-45-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
46	Reader in Applied Maths ..	1	420-30-690-40-810-45-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
47	Lecturer in Civil/Mechanical/ Electrical/Applied Mechanics Engineering/Workshop Machine Drawing/Design/Architectural Drawing in Polytechnics and Engineering Colleges	142	470-25-670-30-760-35-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
48	Lecturer in Tele-Communication Engineering	2	470-25-670-30-760-35-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
49	Lecturer in Automobile Engineering	3	470-25-670-30-760-35-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
50	Lecturer in Geology ..	2	470-25-670-30-760-35-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
51	Head of Metallurgy/Lecturer in Metallurgy	3	470-25-670-30-760-35-900	500-30-650-EB-35-825-EB-45-1050-50-1100	

52	Lecturer in Sound Engineering/ Radio Engineering/Wireless Telegraphy/Electronics Engineering	4	470-25-670-30-760-35-900	500-30-650-EB-35-825-EB-45-1050-50-1100
53	Lecturer in Textile Chemistry/ Manufacturing Technology	5	470-25-670-30-760-35-900	500-30-650-EB-35-825-EB-45-1050-50-1100
54	Workshop Superintendent in Government Polytechnic	9	470-25-670-30-760-35-900	500-30-650-EB-35-825-EB-45-1050-50-1100
55	Lecturer in English/English & Industrial Organisation/English and Economics, Physics and Chemistry/Maths.	50	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
56	Lecturer in Government Girls Polytechnic in different subjects	18	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
<i>Non-Gazetted</i>				
Teaching Posts in Engineering Colleges and Polytechnics				
57	Assistant Lecturer in Civil/ Mechanical/Electrical/Applied Mechanics Engineering/ Drawing/General Engineering, etc.	300	320-30-420-for diploma holders. 320-20-420-EB-20-520-for degree holders	(i) 350-20-450-EB-25-650 (For engineering graduates and graduates in Geology/Metallurgy) (ii) 325-15-400-EB-20-500-EB-25-575 (for diploma holders)
58	Instructor in Mechanical/ Electrical/Automobile Engineering, etc.	3	320-20-420-for diploma EB-20-520-for degree holder	(i) 350-20-450-EB-25-650 (for Engineering graduates and Graduates in Geology/Metallurgy)
59	Assistant Lecturer in Geology	2	320-20-420-for diploma and EB-20-520 for degree holder	
60	Assistant Lecturer in Metallurgy	2	320-20-420-for diploma and EB-20-520 for degree holders	
61	Lecturer in Spinning and Weaving	3	320-20-420-for diploma and EB-20-520 for degree holders	

DIRECTORATE OF TECHNICAL EDUCATION—contd.

1	2	3	4	5	6
			Rs.	Rs.	
62	Assistant Lecturer in Tele-Communication/Wireless/Telegraphy/Sound Engineering/Textile Chemistry/Weaving/Spinning/Powerline Transmission/Textile Technology	11	320-20-420-for diploma and EB-20-520 for degree holder		
63	Lecturer in Textile Chemistry	2	320-20-420-for diploma and EB-20-520 for degree holder		
64	Lecturer in Draughtsmanship in Civil/Mechanical/Electrical and Applied Mechanics Engineering	19	320-20-420-for diploma and EB-20-520 for degree holder		
65	Demonstrator in Workshop/Civil/Electrical/Mechanical/Applied Mechanics	7	320-20-420-for diploma and EB-20-520 for degree holder	(ii) 325-15-400-EB-20-500-EB-25-575 (for Diploma holders)	
66	Demonstrator in Radio Engineering/Advance Radio Communication	2	320-20-420-for diploma and EB-20-520 for degree holder		
67	Workshop Foreman/Supintendent Assistant Workshop Superintendent	6	320-20-420-for diploma and EB-20-520 for degree holder		
68	Foreman in Textile Technology/Spinning and Weaving	2	320-20-420-for diploma and EB-20-520 for degree holder		
69	Senior Lecturer in Textile Manufacturing	1	280-10-320-15-470-EB-20-570	350-20-450-EB-25-650	
	Assistant Lecturer in Secretarial Practice/Electronics & Radio Engineering/Architectural Draughtsmanship/Civil Engineering/English, etc.	15	250-10-330-15-450-20-470	325-15-400-EB-20-500-EB-25-575	
71	Instructor in Stenography/Physics/Chemistry/Maths.	6	250-10-330-15-450-20-470	325-15-400-EB-20-500-EB-25-575	

72	Assistant Lecturer in English and Economics/English/Physics/Chemistry/Maths.	47	225-235-245-10-395-15-470	325-15-400-EB-20-500-EB-25-575
73	Assistant Lecturer in Dyeing	1	205-10-245-EB-10-285-15-300	250-12-310-EB-15-400-EB-20-460
74	Foreman	1	230-10-300	250-12-310-EB-15-400-EB-20-460
75	Lecturer in Maths.	1	205-10-245-EB-10-285-15-300	250-12-310-EB-15-400-EB-20-460
76	Assistant Lecturer in Weaving	1	205-10-245-EB-10-285-15-300	250-12-310-EB-15-400-EB-20-460
77	Assistant Engineering Superintendent	21	320-20-420	325-15-400-EB-20-500-EB-25-575
78	Superintendent Grade I (Technical High School) Bhavnagar	1	300-10-320-15-470-EB-20-570	350-20-450-EB-25-550-EB-30-700
79	Superintendent Grade I (Technical High Schools)	22	300-10-320-15-470-EB-20-570	350-20-450-EB-25-550-EB-30-700
80	Instructor in Engineering Drawing	2	250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-480
81	Mechanical Engineering Draughtsman	1	250-12-300-15-330-20-370	250-12-310-EB-15-400-EB-20-480
82	Workshop Foreman	1	250-12-300-15-330-20-370	250-12-310-EB-15-400-EB-20-480
83	Assistant Lecturer in Electrical Engineering/Applied Mechanics and Maths.	35	205-10-245-EB-10-285-15-300	250-12-310-EB-15-400-EB-20-460
84	Instructor in Maths, Humanities and Language	4	195-10-245-15-320	250-12-310-EB-15-400-EB-20-460
85	Garage Superintendent	1	195-10-245	250-12-310-EB-15-370
86	Lecturer in Radio Servicing	1	180-10-280 (unrevised)	250-12-310-EB-15-400-EB-20-460
87	Workshop Instructor	8	165-8-245	175-8-215-EB-10-255-12-315-EB-15-345

DIRECTORATE OF TECHNICAL EDUCATION—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
88	Wireless Operator	2	(i) 165-8-245 (ii) 160-5-180-7-250	175-8-215-EB-10-255-12-315-EB-15-345	
89	Draughtsman (Mechanical)	1	(i) 165-8-245 (ii) 145-4-165-EB-5-215	200-10-250-EB-12-310-15-340	
90	Machine shopwork Chargeman/ Chargeman in Material testing and Applied Mechanics/Foundry/ Laboratory	26	160-5-195-10-215	175-8-215-EB-10-255-12-315-EB-15-345	
91	Electrician	6	160-5-195-10-215	175-8-215-EB-10-255-12-315-EB-15-345	
92	Foreman	2	160-5-195-10-215	175-8-215-EB-10-255-12-315-EB-15-345	
93	Survey Instrument Mechanic	1	160-5-195-10-215	175-8-215-EB-10-255-12-315-EB-15-345	
94	Technician	3	160-5-195-10-215	175-8-215-EB-10-255-12-315-EB-15-345	
95	Mechanic/Mechanic-Turner	4	160-5-195-10-215	175-8-215-EB-10-255-12-315-EB-15-345	
		2	105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300	
		17	105-5-170	135-5-155-EB-7-190-EB-8-230-10-250	
		6	97-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
96	Demonstrator in Radio Servicing	1	145-5-165-8-245	175-8-215-EB-10-255-12-315-EB-15-345	
97	Junior Lecturer in Handloom and Power Weaving	1	145-5-165-8-245	175-8-215-EB-10-255-12-315-EB-15-345	
98	Junior Lecturer in Dyeing	1	145-5-165-8-245	175-8-215-EB-10-255-12-315-EB-15-345	
99	Junior Lecturer in Technical Drawing/Technical Draughtsman	36	145-8-225	175-8-215-EB-10-255-12-315-EB-15-345	
100	Instructor in Wireless Telegraphy	1	145-8-225	175-8-215-EB-10-255-12-315-EB-15-345	
101	Morse Instructor	1	145-8-225	175-8-215-EB-10-255-12-315-EB-15-345	
102	Instructor in Powerline Transmission	1	145-8-225	175-8-215-EB-10-255-12-315-EB-15-345	

103	Instructor in Cine Projector	1	145-8-225	175-8-215-EB-10-255-12-315-EB-15-345
104	Signaller	1	145-5-165-8-245	175-8-215-EB-10-255-12-315-EB-15-345
105	Laboratory Chargeman	2	145-8-185-10-215	175-8-215-EB-10-255-12-315-EB-15-345
106	Electrical Mechanic	1	145-4-165-EB-5-215	175-8-215-EB-10-255-12-315-EB-15-345
107	Electrical Instrument Repairer/ Electrical Instrument Mechanic	2	145-4-165-EB-5-215	175-8-215-EB-10-255-12-315-EB-15-345
108	Survey Instructor	1	145-3-160-6-190	175-8-215-EB-10-275
109	General Mechanic	2	145-4-165-EB-5-215	175-8-215-EB-10-255-12-315-EB-15-345
		1	105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300
110	Skilled Artisan	10	145-10-245-15-260	175-8-215-EB-10-255-12-315-EB-15-345
111	Laboratory Demonstrator in Textile Chemistry	1	145-8-225-10-245	175-8-215-EB-10-255-12-315-EB-15-345
112	Demonstrator in Physics/ Chemistry	2	145-3-160-6-190	200-10-250-EB-12-310-15-340
113	Demonstrator in Electrical/ Mechanical Engineering	2	145-8-225-10-245	175-8-215-EB-10-255-12-315-EB-15-345
114	Demonstrator in Electrical Engineering	1	145-3-160-6-190	175-8-215-EB-10-275
115	Demonstrator in Radio	1	145-3-160-6-190	175-8-215-EB-10-275
116	Demonstrator in Radio Servicing	2	145-5-165-8-245	175-8-215-EB-10-255-12-315-EB-15-345
117	Drawing Instructor	1	145-8-225	175-8-215-EB-10-255-12-315-EB-15-345
		1	145-8-185	175-8-215-EB-10-275
118	I. C. E. Mechanic	1	145-3-160-6-190	175-8-215-EB-10-275
119	Instructor in Auto Engineering	2	145-3-220	175-8-215-EB-10-255-12-315-EB-15-345
120	Curator	1 (i)	145-8-225	(i) 175-8-215-EB-10-255-12-315-EB-15-345
		2 (ii)	145-3-160-6-190	(ii) 175-8-215-EB-10-275

DIRECTORATE OF TECHNICAL EDUCATION—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
121	Carpentry Instructor	1	145-3-160-6-190	175-8-215-EB-10-275	
122	Electrical Mechanic	1	137-4-165-EB-4-185-5-190	175-8-215-EB-10-275	
123	Workshop Foreman/Assistant Foreman	2	130-5-210	175-8-215-EB-10-255-12-315-EB-15-345	
124	Overseer	1	125-5-145-8-185-10-215	175-8-215-EB-10-255-12-315-EB-15-345	
125	Skilled Workman	7	125-5-170	160-6-190-EB-7-225	
126	Lineman	1	120-5-145	160-6-172-7-200	
127	Electrician	4 13 21 1	120-4-128-5-153-7-160 105-4-185-EB-5-205-10-215 97-3-130-EB-4-170 40-3-85 (unrevised)	160-6-190-EB-7-225 145-7-180-EB-8-220-EB-10-300 135-5-155-EB-7-190-EB-8-230-10-250 125-4-145-EB-5-165-7-200	
128	Junior Demonstrator-cum-Mechanic	3	120-4-128-5-153-7-160	160-6-190-EB-7-225	
129	I. C. E. Driver	1	120-4-128-5-153-7-160	160-6-190-EB-7-225	
130	Auto Mechanic	1	120-4-128-5-153-7-160	160-6-190-EB-7-225	
131	Workshop Instructor (Carpentry)	1	120-4-128-5-153-7-160	160-6-190-EB-7-225	
132	Instructor in Masonary	1	120-4-128-5-153-7-160	160-6-190-EB-7-225	
133	Fitter/Turner/Turner Instructor/ Metal Turner/Turner and Fitter/Instructor in Turning/ Fitter Instructor/Fitter, and Turner/Mechanic Fitter/Fitter Mistry/Turner Mistry, etc.	2 39 3 54 2 1	120-4-128-5-153-7-160 105-4-185-EB-5-205-10-215 75-3-90-EB-5-100 (old) 97-3-130-EB-4-170 91-3-121 40-3-85 (unrevised)	160-6-190-EB-7-225 145-7-180-EB-8-220-EB-10-300 160-6-172-7-200 135-5-155-EB-7-190-EB-8-230-10-250 125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200	

134	Welder/Welder-cum-Tinsmith	1 120-4-128-5-153-7-160 3 97-3-130-EB-4-170 1 40-3-85 (unrevised) 2 105-4-185-EB-5-205-10-215	160-6-190-EB-7-225 135-5-155-EB-7-190-EB-8-230-10-250 125-4-145-EB-5-165-7-200 145-7-180-EB-8-220-EB-10-300
135	Instructor in Plumbing/ Tinsmithy-cum-Welding	1 120-4-128-5-153-7-160	160-6-190-EB-7-225
136	Boiler Attendant ..	1 120-4-128-5-153-7-160 8 105-4-185-EB-5-205-10-215	160-6-190-EB-7-225 145-7-180-EB-8-220-EB-10-300
137	Blow Room Attendant ..	1 120-4-128-5-153-7-160	160-6-190-EB-7-225
138	Jobber in Spinning and Weaving	2 120-4-128-5-153-7-160	160-6-190-EB-7-225
139	Spray Painter ..	1 120-4-128-5-153-7-160	160-6-190-EB-7-225
140	Plumber/Assistant Plumber/ Tinsmith-cum-Plumber	9 105-4-185-EB-5-205-10-215 4 97-3-130-EB-4-170	145-7-180-EB-8-220-EB-10-300 135-5-155-EB-7-190-EB-8-230-10-250
141	Electrical Instrument Mechanic	1 105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300
142	Electrical Mistry ..	3 105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300
143	Instrument Mechanic in Survey	2 105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300
144	Wireman-cum-Winder ..	1 105-5-170	135-5-155-EB-7-190-EB-8-230-10-250
145	Foreman/Foreman Instructor	8 105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300
146	Draughtsman ..	4 105-4-185-EB-5-205-10-215	160-7-188-EB-9-215-10-265
147	Draughtsman (Civil) ..	1 105-5-170	160-7-188-EB-9-215-10-265
148	Drawing Teacher ..	1 105-4-140-5-160	155-5-180-EB-6-210-EB-8-250-10-260
149	Motor Mechanic ..	1 105-4-185-EB-5-205-10-215 3 105-2-125-EB-3-146-4-150	145-7-180-EB-8-220-EB-10-300 130-5-155-EB-7-190-EB-8-230-10-240
150	Carpenter/Carpenter-cum-Pattern maker/Carpenter Instructor	2 105-4-185-EB-5-205-10-215 1 105-3-135 56 97-3-130-EB-4-170 1 91-3-130 1 40-3-85 (unrevised)	145-7-180-EB-8-220-EB-10-300 125-4-145-EB-5-165-7-200 135-5-155-EB-7-190-EB-8-230-10-250 125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200

DIRECTORATE OF TECHNICAL EDUCATION—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
151	Pattern-maker/Pattern making Instructor/Instructor in Pattern making	1 1 9 1	105-4-185-EB-5-205-10-215 105-5-170 97-3-130-EB-4-170 40-3-85 (unrevised)	145-7-180-EB-8-220-EB-10-300 135-5-155-EB-7-190-EB-8-230-10-250 135-5-155-EB-7-190-EB-8-230-10-250 125-4-145-EB-5-165-7-200	
152	Smith/Smithy Instructor/Blacksmith/Instructor in Smithy	2 14 1 1 21 1	105-4-195-EB-5-205-10-215 97-3-130-EB-4-170 75-3-90-EB-5-100 (unrevised) 91-3-130 85-2-93-3-120 40-3-85- (unrevised)	145-7-180-EB-8-220-EB-10-300 135-5-155-EB-7-190-EB-8-230-10-250 160-6-172-7-200 125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200	
153	Engine Attendant	10	105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300	
154	Engine and Boiler Mechanic	1	105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300	
155	Steam Engine Attendant	1	105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300	
156	Drawing Room Attendant	1	105-5-170	130-5-155-EB-7-190-EB-8-230-10-240	
157	Machinist	12	(i) 105-4-185-EB-5-205-10-215 (ii) 91-3-130	145-7-180-EB-8-220-EB-10-300 125-4-145-EB-5-165-7-200	
158	Radio Communication Mechanic	1	105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300	
159	Mason	10	(i) 97-3-130-EB-4-170 (ii) 75-5-125 (unrevised)	135-5-155-EB-7-190-EB-8-230-10-250 160-6-190-EB-7-225	
160	Moulder/Moulding Instructor	7 21 1 1	97-3-130-EB-4-170 85-2-93-3-120 40-3-85 (unrevised) 75-3-90-EB-5-100 (unrevised)	135-5-155-EB-7-190-EB-8-230-10-250 125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200 160-6-172-7-200	
161	Instructor in Weaving	3	97-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
162	Tailoring Instructor	4	97-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
163	Instructor in Machine tools	1	97-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
164	Operative	8	97-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	

165	Curator/Curator of Survey/ Instrument Mechanic/Assistant Curator of Survey Instrument Mechanic/Curator of Geology/ Radio Instruments ..	13	97-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
166	Wireman ..	1	(i) 95-5-125 (ii) 91-3-130	125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200
167	Truck Driver ..	1	95-2-105	125-4-145-EB-5-165-7-200
168	Fancy Weaver ..	1	95-3-125	125-4-145-EB-5-165-7-200
169	Model Room Attendant ..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
170	Museum Assistant ..	1	91-3-130	125-4-145-EB-5-165-7-200
171	Fireman ..	1 2	91-3-130 85-2-93-3-120	125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200
172	Assistant Weaving Instructor ..	1	85-2-93-3-120	125-4-145-EB-5-165-7-200
173	Assistant Tailoring Instructor ..	1	85-2-93-3-120	125-4-145-EB-5-165-7-200
174	Supervisor Electrician ..	1	75-5-125 (unrevised)	160-6-190-EB-7-225
175	Workshop Mechanic-cum- Electrician	1	75-3-90-5-100 (unrevised)	160-6-172-7-200
176	Auto-driver-cum-Mechanic- Auto Mistry	2	75-4-95-5-115	125-3-140-EB-4-160
177	Foundry Instructor ..	1	75-3-90-EB-5-100 (unrevised)	160-6-172-7-200
178	Mechanic Machinist ..	1	40-3-85 (unrevised)	125-4-145-EB-5-165-7-200
179	Workshopmen/Workshop Coolie	3	40-2-60-EB-3-75 (unrevised)	125-4-145-EB-5-165-7-200
180	Radio Mechanic ..	1	40-3-85 (unrevised)	125-4-145-EB-5-165-7-200
Ministerial and Non-Ministerial Posts for Colleges, Polytechnics and High Schools/Centres				
181	Office Superintendent ..	1	280-15-355-20-455	325-15-400-EB-20-500-EB-25-575
		1	195-10-245	250-12-310-EB-15-370

DIRECTORATE OF TECHNICAL EDUCATION—Contd.

1	2	3	4	5	6
				Rs.	
182	Establishment and Accounts Officer	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
183	Head Clerk ..	4	195-10-245	250-12-310-EB-15-370	
184	Stenographer ..	3	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
185	Librarian ..	8 5	150-5-165-6-195-EB-8-275 145-8-185	General scale for Librarian General scale for Librarian	
186	Head Clerk/Senior Clerk/Senior Accounts Clerk/Accountant Cashiers/Accounts Clerks, etc.	17 9 37	145-8-185-10-195 145-8-185-10-215 145-8-185	200-10-250-EB-12-310 200-10-250-EB-12-310-15-340 200-10-250-EB-12-310	For Accounts staff.
187	Laboratory Assistant	2 76 17 1	(i) 117-4-145 (ii) 97-3-130-EB-4-170 (iii) 91-3-130-EB-4-170 (iv) 75-4-115-5-135	(i) 125-4-145-EB-5-165-7-200 (ii) 130-5-155-EB-7-190-EB-8-230-10-240 (iii) 130-5-155-EB-7-190-EB-8-230-10-240 (iv) 125-4-145-EB-5-165-7-200	
188	Storekeeper ..	31 3 5 2	115-5-145-8-185-10-195 115-5-150-8-190 105-4-165-EB-4-185-5-190 105-4-185-EB-5-205-10-215	160-7-188-EB-9-215-10-265 160-7-188-EB-9-215-10-265 160-7-188-EB-9-215-10-265 160-7-188-EB-9-215-10-265	
189	Physical Instructor ..	2	115-5-175-EB-5-200-9-245	175-8-215-EB-10-255-12-315-EB-15-345	
190	Librarian/Catalogue Assistant ..	7	105-4-185-EB-5-205-10-215	General Scale for Librarian	
191	Counter Attendant/Library Attendant	1 13	105-5-170 80-2-90-3-105	130-5-155-EB-7-190-EB-8-230-10-240 125-4-145-EB-5-165-7-200	
192	Assistant Librarian ..	1	97-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
193	Junior Clerk/Clerk-typist/Cashier/Accountant/Clerk-Store Clerk, etc.	128	91-3-130-EB-4-170 .. special pay of Rs. 5/-to 25/-p.m. according to rules to 39 posts of Cashiers	130-5-155-EB-7-190-EB-8-230-10-240	

194	Store Clerk	..	18	91-3-130 1 40-3-85 (unrevised)	125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200
195	Librarian/Assistant Librarian/ Library Clerk	..	3	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
196	Time keeper/Timekeeper-cum- Storekeeper	..	3	91-3-130-EB-4-170 91-3-130 40-3-85 (unrevised)	130-5-155-EB-7-190-EB-8-230-10-240 125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200
197	Steno-typist/typist-cum-steno	..	2	91-3-130-EB-4-170 + shorthand allowance	130-5-155-EB-7-190-EB-8-230-10-240
Class IV in Engineering Colleges, Polytechnics and Technical High School					
198	Oilman	..	6 2	75-1-85 65-1/2-70	100-3-130 90-2-110
199	Naik	..	5	70-1-80	90-2-110
200	Machine Attendant Grade I and Grade II/Attendant	..	94 26 7	70-1-80 65-1/2-70 30-1-45 (unrevised)	100-2-110 90-2-110 90-2-110
201	Laboratory Attendant/ Laboratory Assistant	..	6 13	65-1/2-70 70-1-80	90-2-110 100-2-110
202	Library Attendant	..	3	70-1-80	100-2-110
203	Workshop Attendant	..	1	70-1-80	100-2-110
204	Drawing Hall Attendant	..	3	70-1-80	100-2-110
205	Gas Attendant	..	1	70-1-80	100-2-110
206	Textile Attendant/Blow Room Attendant/Combining Attendant/ Survey Attendant	..	8	30-1-45 (unrevised)	90-2-110
207	Hammerman	..	1	65-1/2-70	90-2-110
208	Peon/Hamal/Mali/Waterman/ Sweeper/Watchman/Coolie/ Library Peon/Cleaner, etc.	..	740	65-1/2-70	90-2-110

To be given special pay of
Rs. 5/-p.m.

DIRECTORATE OF TECHNICAL EDUCATION—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
209	Watchman	..	1 50/-fixed (unrevised) 30/-fixed (unrevised)	90-2-110 90-2-110	
			Industrial Training Institute/Centres		
210	Foreman	..	21 370-20-470-25-520	325-15-400-EB-20-500-EB-25-575	
211	Assistant Apprenticeship Adviser (Junior)	..	4 370-20-470-25-520	325-15-400-EB-20-500-EB-25-575	
212	Superintendent	..	8 280-300-10-320-15-470-EB-20-570	350-20-450-EB-25-550-EB-30-700	
213	Principal (Class II Gazetted)	..	10 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	450-25-550-EB-30-670-35-845-EB-40-925	(for Institutions with more than 500 students) (in other cases)
214	Supervisor	..	54 250-15-280-20-420	425-25-525-EB-30-675-35-850	
215	Office Superintendent	..	10 250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-480	
216	Senior Instructor	..	114 205-8-245-10-285-12-405	325-15-400-EB-20-500-25-525	
217	Head Clerk	..	13 195-10-245	250-12-310-EB-15-400-EB-20-480	
218	Junior Instructor/Allied Instructor/ Drawing Instructor	..	341 165-8-245	250-12-310-EB-15-370	
219	Hostel Superintendent-cum-Physical Instructor	..	18 160-5-190-6-208-8-216-EB-8-240-10-310-EB-10-320-15-350-20-370	175-8-215-EB-10-255-12-315-EB-15-345	
220	Upper Division clerk	..	45 145-8-185-10-215	225-10-275-EB-12-335-15-410-EB-20-450	
221	Maths Instructor	..	12 145-5-165-8-245	200-10-250-EB-12-310-15-340	
222	Maintenance Electrical Instructor	..	1 137-4-165-EB-4-185-5-190	200-10-250-EB-12-310-15-340	
				175-8-215-EB-10-275	

223	Motor Driver/Driver Instructor	9	125-4-165-5-170	130-5-155-EB-7-190-EB-8-230-10-240
224	Junior Clerk/Lower Division Clerk	74	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
225	Compounder	..	18 91-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
226	Workshop Attendant	..	66 70-1-80	100-2-110
227	Dresser	..	10 65-1/2-70	90-2-110
228	Peon/Hamal/Watchman, etc.	..	285 65-1/2-70	90-2-110

SECTION 2—DIRECTORATE OF EDUCATION

The Directorate of Education is entrusted with the implementation of the educational policies of the State except in the fields of technical-agricultural-medical education. The Directorate runs a few colleges but is concerned mainly with disbursement of grants to private colleges. In the field of secondary education apart from releasing of grants the Directorate plays a more direct role by laying down curricula and prescribing text books and laying down terms and conditions of employment of teachers besides carrying out systematic inspections. Primary education is the responsibility of District Panchayats and the Directorate functions in an advisory capacity in regard to the implementation of the Primary Education Act in addition to controlling the grants to the District Panchayats in that behalf. Another important aspect of the Directorate's activity relates to the training of teachers. The Directorate is also in overall charge of running of Government libraries and assisting by State aid about 4000 libraries all over the State.

The pay scales of the posts peculiar to the Department are discussed below :—

(i) **Director of Education** (Rs. 1800-2000)

As discussed in the earlier Chapter on the pay scales of Heads of Departments the Commission recommends for the post of Director of Education the scale of Rs. 1800-100-2300.

(ii) **Joint Director of Education** (Rs. 1300-1600)

The post of Joint Director is filled on promotion of Deputy Directors according to seniority-cum-merit. The Joint Director assists the Director of Education and he is also in charge of secondary education in respect of which he exercises the power of the Director.

The Commission recommends the scale of Rs. 1400-60-1640-80-1800 for this post in keeping with the mode of broadbanding of higher posts.

(iii) **Chairman, S.S.C. Examination Board** (Rs. 1100-1300)

The post is filled by promotion of Deputy Directors. The Chairman is in overall charge of the conduct of the S. S. C. Examination.

The Director of Education has suggested a revised scale of Rs. 1300-60-1600 for this post. The Chairman of the S. S. C. Examination Board would be according to the Secretary, Education and Labour Department, higher than the Deputy Director and should correspond to a Joint Director.

Having regard to the heavy responsibilities of organisation and administration of an examination like the S. S. C. the Commission considers the scale of Rs. 1300-60-1600 would be appropriate to this post.

(iv) **Chairman, State Board of Examination** (Rs. 1100-1300)

The post of Chairman is filled in by promotion of class I officers. The Director of Education has suggested a revised scale of Rs. 1300-60-1600 for this post. The Secretary, Education and Labour Department, has stated that the Chairman of the State Board of Examination could be equated with the Deputy Director of Education. However, considering the large number of examinations that the board has to conduct and the complex problems that this would entail the Commission considers that the post could be equated to that of Chairman of the S. S. C. Examination Board and accordingly recommends the scale of Rs. 1300-60-1600 for this post.

(v) **Deputy Director of Education** (Rs. 370-1100)

The Deputy Directors are appointed on promotion of officers of the Gujarat Education Service class I. The Deputy Director assists the Director in the administration of the Department.

The Head of Department has suggested that the posts of Deputy Director may be upgraded in the matter of emoluments and recommended the scale of Rs. 1300-1600 for these posts. The Secretary, Education and Labour Department, has also suggested a separate pay scale (Rs. 1300-1600) for the posts of Deputy Directors instead of the existing class I scale *plus* special pay of Rs. 150/- p.m. on the basis of the proposed scales for the All-India Education Service.

The Commission is unable to accept the suggestion for parity with the scales of an All-India Service that has not come into existence. The duties of the post of Deputy Director are such that in terms of pay scales they cannot occupy a position higher than that of many positions of comparable responsibility in other Departments. The Commission therefore considers that the scale of Rs. 700-40-860-EB-50-1110-55-1275 would be fair and adequate for these posts. The Secretary, Education and Labour Department, has equated the post of Director, State Institute of Education with those of Deputy Directors. The Commission accordingly recommends the same scale of pay for the post.

(vi) **Director, State Institute of Education (Rs. 370-1100)**

The post is filled up by promotion from Deputy Directors, Principals of Graduate Basic Training Centre and R. G. Teachers' College, etc. according to seniority-*cum*-merit. The duties of the post involve carrying out projects for the improvement of the quality of education, and giving inservice training. The Director of Education has suggested a revised scale of Rs. 1300-1600 for this post.

The Secretary, Education and Labour Department, has stated that the Director of the State Institute of Education could be equated with the Deputy Director of Education.

The Commission recommends the scale of Rs. 700-40-860-EB-50-1110-55-1275 for this post.

(vii) **Gujarat Education Service Class I**

Appointment to the posts on the Gujarat Education Service Class I is made either by nomination or promotion of officers of the Gujarat Education Service Class II in the ratio of 3:1. For these posts higher academic qualifications and administrative experience are essential. A teaching degree is an additional qualification. The Director of Education has recommended for these posts a scale of Rs. 600-1200. The Commission is of the view that both in regard to the modes of recruitment and the nature and variety of the responsibilities of the posts included in this cadre parity in pay scales with class I posts of other Departments would be justified and recommends the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250.

(viii) **Gujarat Education Service Class II.**

For recruitment to these posts the qualification expected is a University degree *plus* a teaching degree or diploma and 5 years' experience in teaching inspection or administration after obtaining a degree or diploma in teaching.

The Director of Education has proposed a scale of Rs. 400-800 for these posts on the main ground that the duties and responsibilities are of a high order. For the same reason as mentioned earlier the Commission considers that these posts should carry the normal class II scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 recommended for posts in many other Departments at a corresponding level.

(ix) **Teaching Staff in Government Colleges**

The scales of pay of teaching staff in Government colleges have been revised under Government Resolution, Education and Labour Department No. MIS-1066-KH, dated the 12th December 1967 on the basis of the recommendations of the University Grants Commission. This revision has been effected after the constitution of the Commission and while the Commis-

sion's enquiry was in progress. The Commission therefore sought clarification from Government as to whether the Government considered any revision of the scales necessary except in so far as to bring the revised scales into conformity with the scales recommended by the Commission for other Government employees, if feasible. The Government have informed the Commission that any further revision of the scale is not necessary except to the extent mentioned above. In view of the Government stand on this issue the Commission does not propose any change of the scales for the teaching staff in Government colleges. The disparity in terms of rates of dearness allowance as between the scales recommended by the Commission and those applicable to the University Grants Commission scales—this has arisen from the choice of the base year by this Commission—has ruled out any possibility of fitting the revised scales of pay for college teachers into the pay structure evolved by the Commission. The Commission's work had reached an advanced stage by the time the Government's decision was made known and any adjustment in the pay structure designed by the Commission has therefore not been practicable.

(x) Head Masters of Secondary Schools and Vice Principals of Training Colleges (Rs. 250-470) (Rs. 220-300)

These posts are filled up by promotion from Assistant Masters and Assistant Deputy Educational Inspectors. The basic qualification for the post is graduation with B. Ed. Diploma/ M. Ed.

The Commission recommends the scales of Rs. (i) Rs. 350-20-450-EB-25-650 and (ii) Rs. 250-12-310-EB-15-400-EB-20-460.

(xi) Craft Organiser and Administrative Officer Municipal School Board (Rs. 205-305)

The posts are filled up by promotion from Assistant Master/Assistant Deputy Educational Inspectors according to seniority-cum-merit. Their duties are to inspect primary schools and to guide teachers in the methods of basic education especially in crafts.

Considering the promotion relativities the Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-460 for this post.

(xii) Assistant Deputy Educational Inspector/Assistant Master (Rs. 160-370) (Rs. 115-245) and (Rs. 100-150-unrevised).

Posts of Assistant Deputy Educational Inspectors are filled by nomination of candidates who are graduates with B.Ed. or diploma in Education. When trained graduates are not available candidates with S.T.C. or T.D. and fresh graduates are appointed in scale of Rs. 115-245 and Rs. 100 fixed respectively. They are eligible for promotion to class II posts of Head Masters, Deputy Educational Inspectors, etc.

The duties of Assistant Deputy Educational Inspector involve inspection of primary schools and giving guidance to teachers in basic education and propaganda work for expanding primary education.

The Head of the Department has suggested a revised pay scale of Rs. 200-500 for trained graduate teachers and Assistant Deputy Educational Inspector. In the course of discussions held with the Commission, the Director of Education has stated that the S.T.C. is since abolished but those who are already in service will have to continue and therefore their pay scale will have to be lower than those recommended for the trained graduates. The Gujarat Rajya Nirikshak Sangh, Baroda, has submitted that the duties and functions performed by both categories of the Assistant Deputy Educational Inspector viz. (i) trained graduates and (ii) those promoted from P.S.C. trained teachers, are the same and therefore there should be no difference in the pay scales of Assistant Deputy Educational Inspector of the two categories.

The Panchmahals Jilla Nirikshak Sangh has demanded pay scale of Rs. 250-500 for Assistant Deputy Educational Inspector.

Considering the administrative nature of the work and the differences between teachers of secondary schools and the Assistant Deputy Educational Inspectors in functions the Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-460 for these posts. For the S.T.C. or T.D. candidates the scale of Rs. 175-8-215-EB-10-255-12-315-EB-15-345 is recommended. Untrained graduates may be on a fixed pay of Rs. 200.

The argument in favour of absolute parity in pay scales as between trained graduates and those promoted from P.S.C. trained teachers is not valid in toto. So long as the qualifications are different such a parity cannot be insisted upon. However, taking into account the duties and responsibilities that they carry the Commission recommends for them the scale of Rs. 175-8-215-EB-10-255-12-315-EB-15-345.

The pay scale for Assistant Masters is recommended to be Rs. 225-10-275-EB-12-335-15-410-EB-20-450 the same as recommended for secondary teachers in aided schools details of which are discussed in the Chapter on "Pay scales of Teachers".

(xiii) **Physical Training Instructors** (Rs. 160-370)

The posts are filled by nomination of graduates with a diploma in Physical education. Their duties are to impart physical education to students.

The Commission recommends the scale of Rs. 225-10-275-EB-12-335-15-410-EB-20-450 for these posts same as for teachers in secondary schools.

(xiv) **Drawing Teachers** (Rs. 195-245 selection grade) [(ii) Rs. 105-215 (iii) Rs. 91-170 and (iv) Rs. 40-90 unrevised].

The posts are filled by nomination of those who have passed the S. S. C. Examination with D. T. C. or are drawing masters or Art Masters (Art Master is given selection grade). Their duties involve imparting instructions in drawing and art.

No revised scale has been suggested by the Director of Education.

The Commission recommends for those posts the scales of Rs. (i) 250-12-310-EB-15-370, (ii) 155-5-180-EB-6-210-EB-8-250-10-260, (iii) 155-5-180-EB-6-210-EB-8-250-10-260 and (iv) 155-5-180-EB-6-210-EB-8-250-10-260.

(xv) **Junior Lecturers (Technical)** (Rs. 145-225)

The posts are filled by nomination of persons possessing a diploma in Mechanical or Electrical Engineering in II class. Their duties are to impart instruction in technical subjects and to assist the Superintendent. They are eligible for promotion as Assistant Lecturers.

Consistent with the vertical relativities within the organisation the Commission recommends the scale of Rs. 175-8-215-EB-10-255-12-315-EB-15-345.

(xvi) **N. D. S. Instructors Grade II** (Rs. 110-195)

These posts are filled by nomination of candidates with S. S. C. plus N. D. S. training. Their duties are to impart instructions in N. D. S.

The Commission recommends the scale of Rs. 155-5-180-EB-6-210-EB-8-250-10-260 for these posts.

(xvii) **Craft Teachers in Graduate Basic Training Centre** (Rs. 105-215)

The posts of Craft Teachers are filled by promotion of Craft teachers (Rs. 70-150) according to seniority-cum-merit. The basic qualification for holding the posts is S. S. C. or P. S. C. trained or

S. S. C. with craft qualifications. The duties involve imparting instruction in weaving to the secondary school teachers deputed for training.

The Commission recommends the scale of Rs. 145-7-180-EB-8-220-EB-10-300 for the post.

(xviii) **Hindi and Urdu Teachers** (Rs. 105-215)

These posts are filled by nomination of those who have passed the S. S. C. Examination with Hindi/Urdu.

The Commission recommends the scale of Rs. 145-7-180-EB-8-220-EB-10-300 for these posts.

(xix) **Assistant Masters (Under Graduates), Head Masters of Middle Schools and Acharya of Sanskrit Pathshalas** (Rs. 106-180) (Rs. 75-135) (Rs. 75-130)

All these posts are filled by nomination of Matriculates with S. T. C. or T. D. Their duties involve supervision over subordinate staff and some teaching work. They are eligible for promotion as Head Master.

The Commission recommends scales of (i) Rs. 155-5-180-EB-6-210-EB-8-250-10-260, (ii) and (iii) Rs. 120-3-135-EB-4-155-5-180-EB-6-210 for these posts.

(xx) **Physical Instructors, Gymnasium Teachers and Assistant to A.D.E.Is. for Physical Education** [(i) Rs. 115-190 and (ii) Rs. 105-190 for non-Matriculates].

The posts above are filled up by nomination of Matriculates and holders of D. P. Ed.

The Commission recommends the scale of Rs. 155-5-180-EB-6-210-EB-8-250-10-260.

(xxi) **Music Teachers** [(i) Rs. 75-135 and (ii) Rs. 60-150 for non-Matriculates]

These posts are filled by nomination of those who have passed the S. S. C. Examination with Sangeet Visharad or having equivalent qualifications. Their duties are to impart instruction in Music.

The Commission recommends the scale of Rs. 120-3-135-EB-4-155-5-180-EB-6-210 for this post.

(xxii) **Sewing Teachers**

(Rs. 75-135 and Rs. 60-150 for non-Matriculates).

The posts of Sewing Teachers are filled by nomination of candidates who have passed S. S. C. Examination and possess diploma in tailoring or embroidery.

The Commission recommends the scale of Rs. 120-3-135-EB-4-155-5-180-EB-6-210 for these posts.

(xxiii) **Existing Special Pays**

Chairman, S. S. C. Examination Board

The Chairman, S. S. C. Examination Board gets a special pay of Rs. 150/- p.m. The Commission has recommended a pay scale for the post having regard to the totality of duties and responsibilities of the post and therefore recommends the abolition of the special pay.

Deputy Director of Education and Director, State Institute of Education

The Deputy Directors get special pay of Rs. 150/- p.m. each. The Director has suggested a common group of these posts on a higher pay scale and if that is done, the special pay may be

discontinued. The Commission having recommended a distinct scale of pay for the posts of Deputy Directors of Education the special pays sanctioned to these posts are recommended to be abolished.

Deputy Director, State Institute of Education

The special pay for the post of Deputy Director of the State Institute of Education may also be abolished.

Principal, Graduate Basic Training Centre

The post of Principal carries a special pay of Rs. 100/- p.m. The Director has stated that the special pay will have to be continued. The Commission is unable to accept that the duties of the post of Principal, Graduate Basic Training Centre are more onerous or of a higher level of responsibility than other class I posts. The special pay may therefore be abolished.

Secretary, S. S. C. Examination Board

The Secretary gets a special pay of Rs. 100/- p.m. According to the Director, this special pay will have to be continued. The Commission appreciates that the duties relating to the administration and organisation of the S.S.C. Examination impose a heavy burden of responsibility. In the Commission's view there is justification for the special pay to continue at the existing rate.

CLASS II

Educational Inspectors

Two Educational Inspectors drawing class II scale get a special pay of Rs. 40/- p.m. on the ground that they perform duties of Educational Inspectors who are on the class I scale.

The Commission considers that if the duties and responsibilities of the post can be effectively discharged by a class II officer the mere fact that other similar posts are on a higher scale would not justify a special pay. If, however, the duties and responsibilities approximate to those of a class I officer, the solution can only be to convert these posts into the same class. The special pays are recommended to be discontinued.

The special pays granted to Administrative Officers of District Education Committees and the District Board Dangs who are on the normal class II scale cannot be considered to be justified on grounds of any additional or higher degree of responsibility. These may also be abolished.

SCHEDULE

DIRECTORATE OF EDUCATION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director of Education	1	1800-100-2000	1800-100-2300	
2	Joint Director of Education	1	1300-60-1600	1400-60-1640-80-1800	
3	Chairman, State Board of Examinations, Ahmedabad	1	1100-1100-40-1300	1300-60-1600	
4	Chairman, S. S. C. Examination Board, Baroda	1	1100-40-1300 + special pay of Rs. 150/-p.m.	1300-60-1600	Special pay to be discontinued.
5	Deputy Director of Education	3	(370-395)-420-30-510-35-755- EB-40-875-45-1100 + special pay of Rs. 150/-p.m.	700-40-860-EB-50-1110-55-1275	Special pay to be discontinued.
6	Research Officer	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
7	Director, Science Unit	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
8	Officer-in-charge, English Unit	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
9	Chief Evaluation Officer	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
10	Accounts Officer	2	(370-395)-420-30-570-35-710-40-750- EB-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
11	Director, State Institute of Education	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100 + special pay of Rs. 150/-p.m.	700-40-860-EB-50-1110-55-1275	Special pay to be discontinued.

12	Reader (Project)	..	3	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
13	District Educational Inspector	..	16	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
14	Inspectress of Girls Schools	..	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
15	Principal, Graduate Basic Training Centre	..	2	(370-395)-420-30-510-35-755- EB-40-875-45-1100 + special pay of Rs. 100/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
16	Deputy Director, State Institute of Education	..	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100 + special pay of Rs. 100/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
17	Secretary, S. S. C. Examination Board, Baroda	..	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100 + special pay of Rs. 100/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be continued.
18	District Social Education Officer, Surat	..	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
19	Principal, R. G. Teachers' College, Porbander	..	1	(370-395)-420-30-510-35-755- EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
20	Personal Assistant to Director of Education	..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
21	Assistant Inspectress of Girls Schools	..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
22	O. & M. Officer	..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
23	Senior Superintendent	..	3	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

DIRECTORATE OF EDUCATION—contd.

1	2	3	4	5	6
			Rs.	Rs.	
24	Basic Education Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
25	Planning Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
26	Statistician	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
27	Provident Fund Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
28	Technical Assistant, Science Unit	..	2 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
29	Assistant Research Officer	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
30	Special Officer for Mid-day Meal Scheme	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
31	Education Inspector	..	2 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735 + special pay of Rs. 40/-p.m.	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
32	Deputy Education Inspector	..	9 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
33	Assistant Inspector of Girls Schools	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
34	District Social Education Officer	..	2 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
35	Inspector Ashram Schools	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
36	Administrative Officer, Regional Coaching Centre	..	1 (245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

37	Administrative Officer, Mountaineering Institute	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
38	Lady Superintendent, Girls' Hostel	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
39	Lecturers, State Institute of Education	5	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
40	Assistant Secretary, S. S. C. Examination Board	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
41	Secretary, State Examination Board, Ahmedabad	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
42	Special Officer for Education Manual	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
43	District Social Education Officer, Rajkot	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
44	Lecturer, R. G. Teachers College, Porbander	3	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
45	Head Master, Secondary Schools	45	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
46	Principal/Lady Superintendent of Training College	33	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
47	Administrative Officer, District Education Committee	17	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735 + special pay of Rs. 30/-p.m.	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
48	Administrative Officer, District School Board, Dangs	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735 + special pay of Rs. 30/-p.m.	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
49	Research Officer, S.S.C. Exami- nation Board	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
50	Assistant Secretary, State Sport Council	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

DIRECTORATE OF EDUCATION—contd.

1	2	3	4	5	6
			Rs.	Rs.	
51	State Inspector for Physical Education	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
52	Inspector of Commercial Schools	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
53	Assistant Inspector for Commercial Schools	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
54	Inspector for Visual Education	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
55	Inspector of Drawing and Craft Work	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
56	Assistant Inspector of Drawing and Craftwork	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
57	Assistant Vocational Guidance Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
58	Occupational Information Officer under Vocational Guidance	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
59	Psychometrist under Vocational Guidance Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
60	Counsellor under Vocational Guidance Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
61	Curator of Libraries	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
✓ 62	State Librarian, Central Library	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
63	Lecturer in Graduate Basic Training Centre	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

64	Science Consultant	3	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
65	Assistant Curator of Libraries	3	280-15-355-20-455	325-15-400-EB-20-500-EB-25-575
66	Registrar in Government Colleges	6	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525
67	Junior Superintendent in Director of Education's and Educational Inspectors' Offices	10	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525
<i>Non-Gazetted</i>				
68	Assistant Director, Statistics	1	270-15-330-20-410-EB-20-530	250-12-310-EB-15-400-EB-20-500-25-550
69	Lecturer in English Unit	1	250-10-330-15-450-20-470	350-20-450-EB-25-650
70	Assistant to Assistant Vocational Guidance Officer	1	205-10-245-12-305	250-12-310-EB-15-400-EB-20-460
71	Head Clerk	55	195-10-245	250-12-310-EB-15-370
72	Senior Auditor	4	195-10-245	250-12-310-EB-15-370
73	Stenographer	3	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460
74	Research Assistant	4	180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550
75	Deputy Accountant	1	165-10-245	250-12-310-EB-15-370
76	Deputy Accountant	2	165-8-245	250-12-310-EB-15-370
77	Statistical Assistant	28	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400
78	Junior Auditor	1	145-8-185-10-215	200-10-250-EB-12-310-15-340
79	Senior Clerk	20	145-8-185-10-195	200-10-250-EB-12-310
80	Senior Clerk	128	145-8-185 80-5-100-8-140 (unrevised)	200-10-250-EB-12-310
81	Junior Clerk/Typist	587	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240

DIRECTORATE OF EDUCATION—contd.

1	2	3	4	5	6
82	Steno-typist	..	Rs. 3 91-3-130-EB-4-170 + Rs. 25/-p.m. short-hand allowance	Rs. 130-5-155-EB-7-190-EB-8-230-10-240	
83	Daftari	..	2 70-1-85	100-3-130	
84	Naik	..	19 70-1-80	90-2-110	..
85	Peons	..	972 65-1/2-70	90-2-110	
86	Watchman	..	25 65-1/2-70	90-2-110	
87	Mali	..	43 65-1/2-70	90-2-110	
88	Lab. Hamal	..	47 65-1/2-70	90-2-110	
89	Sweepers	..	51 65-1/2-70	90-2-110	
90	Attendants	..	159 80/-consolidated	100/-consolidated	
Teaching Staff in Government Colleges and Schools					
<i>Gazetted</i>					
1	Principal	..	12 700-40-1100	..	
2	Professors	..	16 400-30-640-40-800	..	
3	Senior Lecturer	..	6 300-25-600	..	
<i>Non-Gazetted</i>					
4	Assistant Engineering Superintendent	..	5 320-20-420	325-15-400-EB-20-500-EB-25-575	
5	Superintendents Grade I.	..	6 300-10-320-15-470-EB-20-570	350-20-450-EB-25-550-EB-30-700	
6	Junior Lecturer	..	228 300-25-600		

To be given special pay of Rs. 5/-p.m.

7	(a) Head Masters of Secondary Schools. (b) Vice Principals of Training Colleges	32	250-10-330-15-450-20-470 220-10-300	350-20-450-EB-25-650 250-12-310-EB-15-400-EB-20-460 250-12-310-EB-15-400-EB-20-460
8	Craft Organiser, Administrative Officer, Municipal School Boards	4	205-10-245-12-305	250-12-310-EB-15-400-EB-20-460
9	Career Master	..	3 205-10-245-EB-10-255-15-300	250-12-310-EB-15-400-EB-20-460
10	Assistant Lecturers	..	4 205-10-245-EB-10-255-15-300	250-12-310-EB-15-400-EB-20-460
11	Tutor	..	80 250-15-400	
12	Demonstrator	..	157 250-15-400	
13	Head Clerk	..	40 195-10-245	250-12-310-EB-15-370
14	Drawing Teacher	..	65 (a) 195-10-245 (Selection Grade) (b) 105-4-185-EB-10-215 (c) 91-3-130-EB-4-170 (d) 40-3-70-5-90 (unrevised)	(a) 250-12-310-EB-15-370 (b) 155-5-180-EB-6-210-EB-8-250-10-260 (c) 155-5-180-EB-6-210-EB-8-250-10-260 (d) 155-5-180-EB-6-210-EB-8-250-10-260
15	Librarian	..	17 195-10-245-15-320	General scale for Librarian
16	Craft Instructor	..	12 165-8-245	175-8-215-EB-10-255-12-315-EB-15-345
17	Physical Training Instructor	..	16 160-5-190-6-208-8-216-EB-8-240- 10-310-EB-10-320-15-350-20-370	225-10-275-EB-12-335-15-410-EB-20-450
18	Assistant Deputy Educational Inspectors/Assistant Masters/General Education Teachers/Agricultural Supervisors Teachers/Administrative Officers, Municipal School Boards/Sanskrit Pathshalas and Head Masters of Secondary Schools with Special Grade	..	1413 (a) 160-5-190-6-208-8-216-EB-8-240- 10-310-EB-10-320-15-350-20-370 (b) 115-5-175-EB-5-200-9-245	(a) 250-12-310-EB-15-400-EB-20-460. (for A. D. E. Is.) 225-10-275-EB-12-335-15-410-EB-20-450 (for teaching posts) 200-fixed (for untrained graduates for teaching posts). (b) 175-8-215-EB-10-255-12-315-EB-15-345 (for A.D.E.Is. appointed from trained Primary Teachers)
19	Assistant Deputy Educational Inspectors	..	100-5-150 (unrevised)	175-8-215-EB-10-275

DIRECTORATE OF EDUCATION—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
20	Ship Modelling Instructor	..	3 145-8-245	175-8-215-EB-10-255-12-315-EB-15-345	
21	Aero Modelling Instructor	..	2 145-8-185-6-245	175-8-215-EB-10-255-12-315-EB-15-345	
22	Junior Lecturer, Technical	..	6 145-8-225	175-8-215-EB-10-255-12-315-EB-15-345	
23	Senior Clerk	..	126 145-8-185	200-10-250-EB-12-310	
24	Assistant Librarian	..	.. 100-10-150 (unrevised)	General scale for Librarian.	
25	Physical Instructor and Gymnasium teachers and Assistant to Assistant Deputy Educational Inspectors for Physical Education	..	10 (a) 115-3-145-EB-3-154-4-190 (b) 105-3-135-EB-3-138-4-174-4-190	*(a) 155-5-180-EB-6-210-EB-8-250-10-260 (b) 155-5-180-EB-6-210-EB-8-250-10-260	•Those in the existing scale of Rs. 115-190 to be given a start at Rs. 165.
26	Craft Teacher	..	56 (a) 115-3-145-EB-3-154-4-190 (b) 105-3-135-EB-3-138-4-174-4-190	*(a) 155-5-180-EB-6-210-EB-8-250-10-260 (b) 155-5-180-EB-6-210-EB-8-250-10-260	
27	Assistant Deputy Educational Inspector for Physical Education	..	.. 50-3-80-4-100-(unrevised)	120-3-135-EB-4-155-5-180-EB-6-210	
28	N.D.S. Instructor Grade II	..	6 110-4-150-5-195	155-5-180-EB-6-210-EB-8-250-10-260	
29	Assistant Master (Under graduate), Head Masters of Middle Schools and Acharyas of Sanskrit Pathshalas	..	505 (a) 106-3-130-EB-3-136-4-180 (b) 75-4-115-5-135 (c) 75-1 1/2-84-3-126-4-130	(a) 155-5-180-EB-6-210-EB-8-250-10-260 (b) 120-3-135-EB-4-155-5-180-EB-6-210 (c) 120-3-135-EB-4-155-5-180-EB-6-210	
30	Hindi and Urdu Teacher	..	8 105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300	
31	Hindi Shikshak	..	.. 40-3/2-64-3-85-(unrevised)	120-3-135-EB-4-155-5-180-EB-6-210	
32	Instructor in shorthand and typewriting	..	21 (a) 105-4-185-EB-5-205-10-215 (b) 140-270 (unrevised)	(a) 145-7-180-EB-8-220-EB-10-300 (b) 250-12-310-EB-15-400-EB-20-460	
33	Craft Teacher in Graduate Basic Training Centre	..	2 105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300	

34	Matron	..	4	(a) 105-4-185-EB-5-205-10-215 (b) 110-2 1/2-135	(a) 145-7-180-EB-8-220-EB-10-300 (b) 160-6-172-7-200
35	Driver F.A.T.	..	7	105-4-145	125-4-145-EB-5-165-7-200
36	Cricketer Coach	..	1	105-120	125-4-145-EB-5-165-7-200
37	Curator	..	1	100-3-130-EB-3-136-4-160-5-180	135-5-155-EB-7-190-EB-8-230-10-250
38	Field Assistant	..	5	(a) 100-3-130-EB-3-136-4-160-5-180 (b) 91-3-130 (c) 85-4-105-5-115	(a) 135-5-155-EB-7-190-EB-8-230-10-250 (b) 125-3-140-EB-4-160 (c) 125-3-140-EB-4-160
39	Turner	..	6	97-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
40	Fitter	..	6	97-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
41	Electrician	..	6	97-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
42	Carpentry Instructor	..	9	97-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
43	Driver Motor Truck	..	140	95-3-125	125-4-145-EB-5-165-7-200
44	Laboratory Assistant	..	63	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
45	Storekeeper	..	16	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
46	Field Collector	..	8	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
47	Mechanic	..	7	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
48	Junior Clerk	..	163	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
49	Gas Maker	..	1	91-3-130-EB-4-170 (40-2-70) (unrevised) }	130-5-155-EB-7-190-EB-8-230-10-240
50	Gas Mechanic	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
51	Blacksmith	..	6	85-2 1/2-120	125-3-140-EB-4-160
52	Moulder	..	6	85-2 1/2-120	125-3-140-EB-4-160
53	Film Librarian	..	2	80-5-100	125-3-140-EB-4-160

DIRECTORATE OF EDUCATION—concl'd.

1	2	3	4	5	6
			Rs.	Rs.	
54	Film Operator	..	2 80-5-150 (Unrevised) 80-3-110-5-150 (Unrevised)	175-8-215-EB-10-275	
55	Music Teacher	..	23 75-4-115-5-135 60-3-90-EB-4-130-5-150 (For non-Matriculates)	120-3-135-EB-4-155-5-180-EB-6-210	
56	Sewing Teacher	..	12 75-4-115-5-135 60-3-90-EB-4-130-5-150	120-3-135-EB-4-155-5-180-EB-6-210 120-3-135-EB-4-155-5-180-EB-6-210	
57	Lascar	..	287 70-1-80	100-2-110	
58	Peons	..	73 65-1/2-70	90-2-110	
59	Boat Keeper	..	7 65-1/2-70	90-2-110	
60	Chowkidar	..	18 65-1/2-70	90-2-110	
61	Watchman	..	1 65-1/2-70	90-2-110	
62	Laboratory Hamal	..	26 65-1/2-70	90-2-110	
63	Sweeper	..	26 65/fixd	90-2-110	If full time post.
64	Physical Training Instructor	..	.. 80-15/2-180 (Unrevised)	155-5-180-EB-6-210-EB-8-250-10-260	
65	Third Year Librarian	..	.. 80-10/2-150-15/2-180 (Unrevised)	General Scale for Librarian	
66	'A' Grade Head Master	..	.. 100-5-150 (Unrevised)	155-5-180-EB-6-210-EB-8-250-10-260	
67	'B' Grade Head Master	..	.. 85-3-100 (Unrevised)	155-5-180-EB-6-210-EB-8-250-10-260	
68	Head Master of Middle School	..	(i) 75-5-90 (Unrevised) (ii) 75-5-90-7-125 (Unrevised)	155-5-180-EB-6-210-EB-8-250-10-260 155-5-180-EB-6-210-EB-8-250-10-260	
69	'C' Grade Head Master	..	65-5/2-80 (Unrevised)	155-5-180-EB-6-210-EB-8-250-10-260	
70	Head Master of Lok-shala	..	65-5/2-85-3-100 (Unrevised)	155-5-180-EB-6-210-EB-8-250-10-260	
71	Assistant Master	..	(i) 52-3-85-4-130 (Unrevised) (ii) 34-1 1/2-40-3-170 (Unrevised)	155-5-180-EB-6-210-EB-8-250-10-260 155-5-180-EB-6-210-EB-8-250-10-260	
72	Counter Attendant	..	(i) 45-1-50-2-60 (Unrevised) (ii) 40-5/2-60 (Unrevised)	110-3-140 110-3-140	
73	Farm Hamal	..	40-2-70 (Unrevised)	110-3-140	

SECTION 3—OFFICE OF THE COMMISSIONER OF LABOUR

The essential functions of the Department are the administration of various industrial and labour laws and the compilation of reports and labour statistics. This department is organized under four sections *viz.* (a) Labour (b) Government industrial workshop (c) Inspectorate of Factories (d) Inspectorate of Steam Boilers and Smoke Nuisances. The post of Commissioner of Labour which is at the head of all the sections is a cadre post held by an I.A.S. officer.

(i) Deputy Commissioner (Rs. 730-1100)

Appointment is made by direct selection of Honours graduates preferably in Economics or Commerce or by promotion of Assistant Commissioners.

The Deputy Commissioner assists the Commissioner in administrative matters. He is also notified as (i) Registrar, under the Trade Unions Act (ii) Inspector under the Minimum Wages Act (iii) Conciliation Officer under the Industrial Disputes Act, etc. His jurisdiction under the above statutes is Statewide. The Commissioner of Labour has recommended a higher scale of Rs. 1100-1300 in view of heavy responsibilities and the fact that the same scale is applicable to the Deputy Director of Land Records. Having reference to inter-departmental horizontal relativities the Commission considers that this post should carry the scale of Rs. 700-40-860-EB-50-1110-55-1275.

(ii) Assistant Commissioner (Rs. 370-920)

The Assistant Commissioner is appointed either (i) by direct selection of a 2nd class graduate holding in addition either a degree or diploma in social work or 3 years' experience as Labour Officer or (ii) by promotion of a Government Labour Officer. The Assistant Commissioner assists the Commissioner in the implementation of various labour laws.

The Department has pointed out that promotion prospects for Assistant Commissioner are inadequate, inasmuch as only one post of Deputy Commissioner is available as against 10 posts of Assistant Commissioners.

The Commissioner has recommended for these posts a standard scale of class I *viz.* Rs. 420-1100 in view of heavy responsibilities. The Commission is of the view that considering the nature of work and the qualifications for the posts and the relativities *vis-a-vis* posts of comparable level in other Departments the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100 would be appropriate to these posts.

(iii) Labour Officer (Rs. 245-570)

Appointment of the Labour Officers is made by direct selection of 2nd class graduates or by promotion from the posts of Superintendents in the ratio of 3:1. The Labour Officer has a regional jurisdiction where he performs statutory functions under various Laws and also functions as Conciliation Officer. Although the Labour Officers appear to have reasonable prospects of promotion to the post of Assistant Commissioner, the Department has pointed out that 8 Labour Officers have left in recent years for better prospects.

The Commissioner and Secretary, Education and Labour Department have recommended a standard class II scale of Rs. 245-735 for this post in view of heavy duties and responsibilities. Keeping the factor of internal relativities at this level in view the Commission considers that the scale of Rs. 350-20-450-EB-25-550-EB-30-700 would be fair and adequate for the posts of Labour Officers.

(iv) Scrutiniser (Rs. 210-405)

The post is filled either (i) by direct selection of holders of a degree in Economics, Commerce, Maths, Statistics, preferably Honours degree or diploma in social science and/or experience of 3 years of socio-economic enquiry or (ii) by promotion of Senior Labour Investigators. The

duties of the post consist in examining draft schedules in detail, scrutiny of tabulation plans, codification and de-codification work and supervision over Junior and Senior Labour Investigators. The Scrutiniser is eligible for promotion as Research Officer. The Commissioner has recommended a scale of Rs. 210-460 on grounds of parity with the scales of pay in the Bureau of Statistics.

The Commission considers that this post could be compared to the post of Research Assistant in the Bureau of Statistics and accordingly recommends the scale of pay of Rs. 250-12-310-EB-15-400-EB-20-500-25-550.

(v) **Labour Investigator** (Rs. 185-300)
(Rs. 145-190)

Appointment of Senior Labour Investigators is made either (i) by direct selection of holders of a degree in Economics, Commerce, Statistics, Maths, or Social Science, preference being given to holders of an Honours degree or diploma in Social Science or 2 years' experience of Socio economic enquiries; or (ii) by promotion of Junior Labour Investigator in the ratio of 1:2 respectively.

The Senior Investigator supervises the work of Junior Labour Investigator on the field and attends to preliminary scrutiny of schedules canvassed by the Junior Labour Investigators. The Commissioner has recommended a scale of Rs. 180-410 on grounds of comparison with the staff of the Bureau of Economics and Statistics.

The posts of Junior Labour Investigator are filled by direct selection qualifications required being the same as for the post of Senior Labour Investigator. The Junior Investigator collects the data in respect of socio economic surveys and is eligible for promotion to the post of Senior Labour Investigator in due course. A scale of Rs. 145-215 has been recommended by the Commissioner.

The qualifications for both the posts being identical and the nature of responsibility not being substantially different the Commission considers that the cadres of Junior and Senior Labour Investigators may be put on a unified scale akin to that of Statistical Assistants of the Bureau of Economics and Statistics with whom these posts are comparable. Accordingly, the Commission recommends the scale of Rs. 200-10-250-EB-12-310-EB-15-400.

INSPECTORATE OF FACTORIES

(vi) **Chief Inspector of Factories** (Rs. 1300-1600)

Recruitment of the Chief Inspector is made either by promotion of the Deputy Chief Inspector or by selection of a candidate possessing a degree in Mechanical or Electrical Engineering. The Chief Inspector has Statewide jurisdiction relating to the administration of the Factory Act, Payment of Wages Act and other connected legislation. Consistent with the principle of broad-banding of posts at the higher levels the Commission recommends for this post the scale of Rs. 1400-60-1640-80-1800.

(vii) **Deputy Chief Inspector** (Rs. 645-1100)

The recruitment qualifications for this post are the same as for the post of Chief Inspector. Promotion is made from the post of Senior Inspector on the same scale but for the special pay. The duties of the post relate to inspection of selected factories and assisting the Chief Inspector. The Commissioner of Labour has recommended for this post a scale intermediate between that of a Superintending Engineer and an Executive Engineer. The Secretary, Education and Labour Department has also recommended a separate pay scale for the post. Considering that the post of Deputy Chief Inspector is a promotion post to the incumbents of the posts of Senior Inspector and carries responsibilities of a higher order the Commission recommends that this post should carry the scale of Rs. 1050-50-1100-60-1400. The existing special pay may be abolished in view of the revision of the scale.

(viii) **Senior Inspector of Factories** (Rs. 645-1100)

The qualification for recruitment is the same as for the higher post. The Junior Inspectors of Factories are eligible for promotion to this post. The Commissioner has sought equation of this post with that of an Executive Engineer. Having regard to the responsibilities relating to inspection of factories the Commission considers this equation fair and accordingly recommends the scale of Rs. 700-40-860-EB-50-1110-55-1275 for this post.

(ix) **Technical Inspector of Factories** (Rs. 370-920)

The post of Technical Inspector is filled either on promotion of Junior Inspector or by recruitment of a candidate holding a II class degree in Textile or Textile Technology or 1st class L.T.M. diploma and experience of not less than three years in a textile mill. The Technical Inspector has to advise industries and the officers of the Department on technical matters in settling industrial disputes under the Bombay Industrial Relations Act. Having regard to the responsibility devolving on the post and the pay scales for the lower posts the Commission recommends the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100.

(x) **Medical Inspector, Factories** (Rs. 370-1100)

The Commission is of the view that instead of making any separate recruitment for this isolated post the post may be filled on deputation from the Directorate of Health and Medical Services. The same procedure may be followed in filling the post of Lady Inspector of Factories (Medical).

(xi) **Junior Inspector of Factories** (Rs. 370-735)

Appointment to these posts is made either (i) by direct selection of those who hold-

(a) a degree in Mechanical/Electrical Engineering or Technology preferably with 2 years' experience in workshop, or

(b) diploma with Mechanical or Electrical subjects with 5 years' experience; or

(c) second class science degree with 6 years' experience of workshop, or

(ii) by promotion of Inspectors of Notified Factories.

The duties of the post which has district jurisdiction, consist of the inspection of factories under the Factories Act, 1948. The Commissioner has recommended upward revision of the scale of Junior Inspector on the ground of (i) better scales for corresponding posts in other States (ii) technical qualifications required for the posts and (iii) comparatively dim prospects of promotion.

In view of the qualifications prescribed for recruitment at this level and the relevant relationships the Commission considers that the scale of Rs. 425-25-525-EB-30-675-35-850 would be adequate for the posts of Junior Inspectors.

(xii) **Inspector of Notified Factories** (Rs. 245-570)

Appointment to this post is made by direct selection of those who hold any of the following qualifications: —

(1) a degree in Electrical/Mechanical Engineering or Technology;

(2) a diploma in Mechanical/Electrical Engineering with 2 years' experience;

(3) a science degree with 2 years' experience.

The duties of the post consist of inspection of factories under the Factories Act, 1948. The Commissioner has recommended a scale of Rs. 300-715 for this post. The Commission recommends the scale of Rs. 350-20-450-EB-25-550-EB-30-700 for this post in keeping with the relativities within the organisation and the nature of duties of the post.

(xiii) **Inspector under Payment of Wages Act (Rs. 300-635)**

The Inspector whose duties require him to carry out inspections under the Payment of Wages Act throughout the State is directly recruited, the qualification for the post being a degree in Law and experience of practice for about three years. Consistent with the pay scales for posts requiring similar qualifications in other Departments the Commission recommends for this post the scale of Rs. 350-20-450-EB-25-550-EB-30-700.

INSPECTORATE OF STEAM BOILERS AND SMOKE NUISANCES

(xiv) **Chief Inspector of Steam Boilers (Rs. 1000-1140)**

The post of Chief Inspector is filled either on promotion of the Inspector of Steam Boilers or by direct recruitment of graduates in Mechanical Engineering. The Chief Inspector has Statewide jurisdiction relating to the administration of Boilers Act and Smoke Nuisances Act. Considering the type of work and the relativities both internal and external the Commission recommends for this post the scale of Rs. 1100-50-1200-60-1500.

(xv) **Inspector of Steam Boilers (Rs. 370-875)**

Appointment of the Inspector is made by direct selection of persons who hold—

- (a) a degree in Mechanical Engineering with 2 years' experience; or
- (b) a diploma in Mechanical Engineering with 4 years' experience.

Preference being given to those who hold a competency certificate as Engineer under the British Merchant Shipping Act, 1894 or the Indian Merchant Shipping Act, 1923 or a certificate of proficiency under the Bombay Boiler Rules.

The Commissioner has recommended upward revision of the scale on the grounds of comparatively higher scales in other States and lack of promotion prospects.

Consistent with the duties and responsibilities of the post relating to inspection of boilers within the area of a division and also the factor of limited promotion avenues the Commission recommends for the post a scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100.

(xvi) **Junior Technical Assistant (Rs. 160-270)**

The Junior Technical Assistants recruited directly are expected to possess a diploma or licenciateship in Mechanical Engineering. They are required to scrutinise and check plans of boiler designs, steam pipe plans etc. The Head of Department has proposed for these posts a scale of Rs. 200-300.

Having regard to the work and responsibility at this level the Commission recommends for these posts the scale of Rs. 200-10-250-EB-12-310-EB-15-430.

GOVERNMENT INDUSTRIAL WORKSHOP

- (xvii) **Weaving Master** (Rs. 205-280)
Automobile Instructor (Rs. 225-300)

Both these posts carry duties of imparting instruction to the trainees. The Commissioner of Labour has proposed that these posts could be grouped together and equated to posts of Senior Craft Instructors of Industrial Training Institutes. Having regard to the qualifications and the nature of responsibility of these posts the Commission considers that the scale of Rs. 250-12-310-EB-15-400-EB-20-460 would be appropriate for these posts.

- (xviii) **Instructors** (Rs. 125-190) (Rs. 125-160)

For the posts of Instructors in various subjects the qualification prescribed is either a certificate in the subject or practical experience. The Commissioner of Labour has recommended that the posts of Instructors at two levels, all of which are filled by nomination and carry more or less the same recruitment qualifications may be grouped and equated to posts of Junior Craft Instructors in the Industrial Training Institutes. The qualifications for recruitment prescribed for the posts in the Industrial Training Institutes being different such an equation is not sustainable. The Commission considers that in keeping with the responsibilities that these posts carry a uniform scale of Rs. 175-8-215-EB-10-275 would be appropriate for all these posts.

- (xix) **Superintendent** (Rs. 300-570)

Appointment to the post of Superintendent is made by direct recruitment of the holder of a degree or diploma in Mechanical Engineering with three years' experience in Industrial Engineering or teaching. Alternatively, the post is filled on promotion of the Assistant Superintendent. The Superintendent is in overall charge of administration, supervision and control of the workshop. The Commissioner of Labour has recommended that the scale of pay of the Superintendent should be the same as that of Superintendent of Technical High Schools under the Director of Technical Education. Considering the qualifications and the duties of the post such an equation appears fair and the Commission accordingly recommends for this post the scale of Rs. 350-20-450-EB-25-550-EB-30-700.

- (xx) **Assistant Superintendent** (Rs. 205-300)

Direct recruitment to the post of Assistant Superintendent is made of candidates possessing the same qualifications as enumerated above in the case of the Superintendent. The Assistant Superintendent assists the Superintendent in his work. The Labour Commissioner has sought parity with scales of pay of corresponding posts in the Technical High School. The Commission recommends for this post the scale of Rs. 250-12-310-EB-15-400-EB-20-460. Engineering graduates may start at a stage corresponding to 3 increments in the same scale.

SCHEDULE

OFFICE OF THE COMMISSIONER OF LABOUR

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
Rs.					
<i>Gazetted</i>					
1	Commissioner of Labour	1	Senior I.A.S. scale	No change	
2	Deputy Commissioner of Labour	1	730-45-1000-50-1100	700-40-860-EB-50-1110-55-1275	
3	Assistant Commissioner of Labour	10	370-410-445-25-620-EB-40-740-EB-45-920	500-30-650-EB-35-825-EB-45-1050-50-1100	
4	Government Labour Officer	25	245-270-300-10-320-15-470-EB-20-570	350-20-450-EB-25-650-EB-30-700	
5	Research Officer	2	245-260-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
6	Superintendent	8	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
7	Scrutiniser	3	210-10-300-15-405	250-12-310-EB-15-400-EB-20-500-25-550	
8	Senior Labour Investigator	7	185-8-241-9-250-10-300	200-10-250-EB-12-310-EB-15-400	
9	Stenographer	4	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
10	Senior Clerk	23	145-8-185 + special pay of Rs. 20/- p.m. to 1 post	200-10-250-EB-12-310	
11	Junior Labour Investigator	22	145-5-190	200-10-250-EB-12-310-EB-15-400	
12	Clerk-typist	44	91-3-130-EB-4-170 + special pay of Rs. 15/- p.m. to 4 posts.	130-5-155-EB-7-190-EB-8-230-10-240	
13	Steno-typist	3	91-3-130-EB-4-170 + Rs. 20/- p.m. shorthand allowance to 2 persons.	130-5-155-EB-7-190-EB-8-230-10-240	

To be given special pay
of Rs. 5/- p. m.

OFFICE OF THE COMMISSIONER OF LABOUR—*contd.*

1	2	3	4	5	6
				Rs.	
16	Preparatory Process Instructor ..	1	125-3-140-4-160	175-8-215-EB-10-275	
17	Leather Instructor ..	1	125-3-140-4-160	175-8-215-EB-10-275	
18	Storekeeper ..	2	115-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
19	Clerk-typist ..	2	91-3-130-EB-4-170 + special pay of Rs. 15/- p.m.	130-5-155-EB-7-190-EB-8-230-10-240	
20	Junior Clerk ..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
21	Laboratory Assistant ..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
22	Assistant Carpentry Instructor	1	115-3-133-4-165	160-6-190-EB-7-225	
23	Smithy Instructor ..	1	115-3-133-4-165	160-6-190-EB-7-225	
24	Moulding Instructor ..	1	115-3-133-4-165	160-6-190-EB-7-225	
25	Weaving Shed Foreman ..	1	115-3-133-4-165	160-6-190-EB-7-225	
26	Peon, Watchman, Majdoor, Waterman, Cleaner, Sweepers, Gardner	18	65-1/2-70	90-2-110	
Inspectorate of Factories					
<i>Gazetted</i>					
1	Chief Inspector of Factories ..	1	1300-60-1600	1400-60-1640-80-1800	
2	Deputy Chief Inspector of Factories ..	1	645-35-820-EB-40-1100 + special pay of Rs. 100/- p.m.	1050-50-1100-60-1400	Special pay to be discontinued.
3	Senior Inspector of Factories ..	4	645-35-820-EB-40-1100	700-40-860-EB-50-1110-55-1275]	
4	Medical Inspector of Factories ..	1	370-420-30-510-35-755-EB-40-875-45-1100	To be drawn on deputation from Directorate of Health and Medical Services.	

5	Technical Inspector of Factories	1	370-445-25-620-EB-40-740-45-920	500-30-650-EB-35-825-EB-45-1050-50-1100
6	Junior Inspector of Factories ..	10	370-390-410-15-470-EB-20-570-30-690-45-735.	425-25-525-EB-30-675-35-850
7	Lady Inspector of Factories ..	1	370-420-30/2-570-35/2-745-EB-35-780-45-825 (Medical) 245-260-280-15-385-20-485-EB-20-585-EB-25-735	To be drawn on deputation from Directorate of Health and Medical Services. 350-20-450-EB-25-525-30-675-EB-35-850
8	Inspector under the Payment of Wages Act	1	300-340-15-385-20-485-EB-20-585-25-635	350-20-450-EB-25-550-EB-30-700
9	Inspector of Notified Factories..	10	245-270-300-10-320-15-470-EB-25-570	350-20-450-EB-25-550-EB-30-700
10	Certifying Surgeon ..	1	245-260-280-15-385-20-485-EB-20-585-EB-25-735	To be drawn on deputation from Directorate of Health and Medical Services.
11	Legal Assistant ..	1	245-270-300-10-320-15-470-EB-25-570	*350-20-450-EB-25-550-EB-30-700
<i>Non-Gazetted</i>				
12	Superintendent ..	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525
13	Head Clerk ..	2	165-8-225	250-12-310-EB-15-370
14	Senior Clerk ..	11	145-8-185	200-10-250-EB-12-310
15	Statistical Assistant ..	4	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400
16	Statistical Clerk ..	1	145-8-185	200-10-250-EB-12-310
17	Cashier ..	1	91-3-130-EB-4-170 + special pay of Rs. 10 p.m. to Rs. 25/- p.m. for cash handling	130-5-155-EB-7-190-EB-8-230-10-240
18	Clerk-typist ..	46	91-3-130-EB-4-170 + special pay of Rs. 15/- p.m. to 1 post.	130-5-155-EB-7-190-EB-8-230-10-240
19	Steno-typist ..	1	91-3-130-EB-4-170 + shorthand allowance	130-5-155-EB-7-190-EB-8-230-10-240
20	Bradma Operator ..	1	75-4-95-5-120	125-3-140-EB-4-160

*Please See Page 43

OFFICE OF THE COMMISSIONER OF LABOUR—Concl'd.

1	2	3	4	5	6
					To be given special pay of Rs. 5/- p.m.
21	Naik	..	1 70-1-80	90-2-110	
22	Daftarband	..	2 75-1-85	100-3-130	
23	Peon	..	36 65-1/2-70	90-2-110	
24	Night watchman	..	1 65-1/2-70	90-2-110	
25	Sweeper	..	1 65-1/2-70	90-2-110	
Inspectorate of Steam Boilers and Smoke Nuisances					
Gazetted					
1	Chief Inspector	..	1 100-20-1020-30-1140	1100-50-1200-60-1500	
2	Inspector	..	5 370-420-25-620-EB-40-740-EB-45-875	500-30-650-EB-35-825-EB-45-1050-50-1100	
Non-Gazetted					
3	Junior Technical Assistant	..	1 160-10-210-15-270	200-10-250-EB-12-310-EB-15-430	
4	Head Clerk	..	1 165-8-245	250-12-310-EB-15-370	
5	Senior Clerk	..	3 145-8-185	200-10-250-EB-12-310	
6	Clerk-typist	..	10 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
7	Peon	..	10 65-1/2-70	90-2-110	

SECTION 4—DIRECTORATE OF EMPLOYMENT

The main functions of the Directorate of Employment are : (i) registration of the unemployed and assisting them in securing employment, (ii) collection of information relating to the employment market and collection of data on the manpower situation, (iii) vocational guidance and counselling to the employment seekers particularly in the matter of job orientation. These functions are performed through a net work of employment exchanges located at all district headquarters. The Director of Employment is the Head of the Department.

(i) Director (Rs. 1300-1600)

No recruitment rules have been prescribed for the post. This post has been created in October, 1967, in the scale of Rs. 1300-60-1600. The Commission recommends the continuance of the same scale of pay.

(ii) Assistant Director (Rs. 425-735)

The post of Assistant Director is filled by promotion from Sub-Regional Employment Officers. The Assistant Director assists the Director in the discharge of his functions. The Director of Employment has recommended for this post the scale of Rs. 700-1200. He pointed out that when the Organisation of the Employment Exchanges was under the Central Government the pay scale of the posts of Assistant Directors was Rs. 600-1000 which came to be revised to Rs. 440-920 at the time of taking over by the Ex-Bombay Government of the organisation. This scale had been again revised to Rs. 350-650 at the time of the formation of the Gujarat State. The Secretary, Education and Labour Department, has recommended the restoration of the Government of Bombay scale.

The Assistant Directors in their representation have demanded the scale of Rs. 700-40-1100-50/2-1250 on the grounds of responsibilities of the post and inadequate prospects of promotion. These posts represent the second level of promotion to the direct recruits at the level of Assistant Employment Officers and the third level to those promoted to these posts. Thus the question of further promotion prospects is not very relevant to the determination of pay scales for these posts. The Commission however recognizes the importance of the posts of Assistant Directors in the organisation of the Department and consistent with the duties and responsibilities of the post recommends the scale of Rs. 500-30-650-EB-35-825-EB-40-905-45-950. The same scale is recommended for the post of Divisional Employment Officer also.

(iii) Sub-Regional Employment Officer (Rs. 300-570)

Posts of Sub-Regional Employment Officers are filled on promotion of Assistant Employment Officers. The three sub-regional Officers are in charge of three regional offices located at Surat, Baroda and Rajkot. Two sub-regional Officers are in charge of State level units while the other two are in charge of special exchanges relating to the physically handicapped and those who are highly qualified. The Department has pointed out that these posts carried the scale of Rs. 450-750 when under the Government of India and the scale was revised to Rs. 295-650 at the time of transfer of the organisation to the State Government of Bombay. At the time of formation of Gujarat State, it was revised to Rs. 220-500. The Sub-regional Employment Officers in their representation have demanded the scale of Rs. 530-30-830-35-900 having regard to the duties and responsibilities performed by them. The Director has also recommended the scale of Rs. 530-900. The Commission considers that bearing in mind the relativities within the organisation and the level of responsibility attached to these posts the scale of Rs. 350-20-450-EB-25-550-EB-30-700 would be fair and adequate for these posts.

(iv) Assistant Employment Officer (Rs. 245-410)

Appointment at this level is made either (i) direct selection of II class graduates or (ii) by promotion of Junior Employment Officer/Superintendents. The duties of Assistant Employment

Officers relate to collection of employment data and propagation of training facilities and employment services. The Department has informed the Commission that the scale was Rs. 215-350 under the Government of India and this was revised to Rs. 220-340 at the time of transfer to the State Government and the same scale has continued in the Gujarat State. The Assistant Employment Officers have represented to the Commission for the scale of Rs. 350-25-500-30-800 with the provision of a selection grade, as the present scale is quite inadequate in the context of present duties and responsibilities of the post. The Director has recommended a scale of Rs. 350-800 for these posts. The Department has also cited instances of flight of personnel at this level. Considering the fact that the higher posts are wholly available for promotion the prospects of advancement at this level cannot be considered inadequate. Having regard to the qualifications and the functions discharged by the officers at this level the Commission recommends for these posts the scale of Rs. 325-15-400-EB-20-500-EB-25-575.

(v) Junior Employment Officer (Rs. 220-300)

Appointment to the posts of Junior Employment Officer is made either by (i) direct selection of graduates or by (ii) promotion from Head clerks, senior clerks, Accountant, etc. The duties of Junior Employment Officer relate to collection of data on project activities and preparation of reports and returns. The Director has recommended grouping of these posts with those of (i) Superintendent (Rs. 195-320) (ii) Head clerk (Rs. 165-245) in the common scale of Rs. 220-300. The Commission is of the view that the duties and responsibilities of the Jr. Employment Officer are distinguishable and the pay-scale for the post should be determined not on the basis of this grouping with ministerial posts. Considering the provision for direct recruitment and the promotion channels from below the Commission recommends for these posts a scale of Rs. 250-12-310-EB-15-400-20-420.

(vi) Office Assistant (Rs. 125-270)

The post of office Assistant is filled by direct recruitment of a graduate or by promotion of Junior clerk. The incumbent of this post is also eligible for promotion to next higher posts of Head Clerk. To the extent the post fits into the normal promotion channel of the ministerial staff it need not be given a differential treatment in respect of the revised pay scales, from that of a senior clerk. Having regard to the nature of work and duties of the post the Commission recommends the pay scale of Rs. 200-10-250-EB-12-310.

(vii) Special Pays

The Assistant Director of Employment gets a special pay of Rs. 100/- p.m. for special defence recruitment liaison duties in addition to his normal work. This special pay was sanctioned during the last emergency for augmenting recruitment to defence services from Gujarat State. The special pay of Rs. 100/- is subject to review from year to year. Unless it is reviewed, the special pay would cease to be admissible from 1st March 1968. The efforts to mobilise recruitment are not so intense, nor is the emergency continued any longer. The Commission therefore considers that there is no need to continue the special pay and recommends that it may be abolished.

Another officer in charge of the Special Employment Exchange for physically handicapped is in receipt of Rs. 50/- p.m. as special pay. The post of Sub-regional Employment Officer is meant for resettling physically handicapped persons and to that extent there is no justification for giving a special pay in addition. The Commission recommends that the special pay may be abolished.

SCHEDULE

DIRECTORATE OF EMPLOYMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director	1	1300-60-1600	1300-60-1600	
2	Assistant Director	2	425-30-665-35-735 + special pay of Rs. 100/-p.m. to one post	500-30-650-EB-35-825-EB-40-905-45-950	Special pay to be discontinued.
3	Divisional Employment Officer	1	425-30-665-35-735	500-30-650-EB-35-825-EB-40-905-45-950	
4	Sub-regional Employment Officer	7	300-10-320-15-470-EB-20-570 + special pay of Rs. 50/-p.m. to one post	350-20-450-EB-25-550-EB-30-700	Special pay to be discontinued.
5	Assistant Employment Officer	29	245-255-270-20-410	325-15-400-EB-20-500-EB-25-575	
<i>Non-Gazetted</i>					
6	Superintendent (Directorate)	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
7	Junior Employment Officer	16	220-10-300 +special pay @ 10% to two posts	250-12-310-EB-15-400-20-420	
8	Superintendent (Divisional Employment Exchange)	1	195-10-245-15-320	250-12-310-EB-15-400-20-420	
9	Stenographer	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
10	Head Clerk	1	165-8-245	250-12-310-EB-15-370	
11	Artist	1	145-8-185	200-10-250-EB-12-310	
12	Senior Clerk	6	145-8-185	200-10-250-EB-12-310	

DIRECTORATE OF EMPLOYMENT—*Concd.*

1	2	3	4	5	6
			Rs.	Rs.	Special pay to be discontinued.
13	Accountant	..	1 145-8-185 + special pay of Rs. 10/-p.m.	200-10-250-EB-12-310-15-340	
14	Statistical Assistant (Directorate)	2	145-8-185	200-10-250-EB-12-310	
15	Office Assistant	17	125-5-165-EB-8-245-10-255-15-270	200-10-250-EB-12-310	
16	Statistical Assistant (District)	17	125-5-165-EB-8-245-10-255-15-270	200-10-250-EB-12-310	
17	Statistical Assistant (Directorate)	1	125-5-165-EB-8-245-10-255-15-270	200-10-250-EB-12-310	
18	Staff Car Driver	..	1 100-3-115	125-4-145-EB-6-165-7-200	
19	Guide	..	2 100-3-130	125-4-145-EB-5-165-7-200	
20	Craft Instructor	..	1 97-3-130-EB-3-133-4-165	130-5-155-EB-7-190-EB-8-230-10-240	
21	Stenotypist	..	3 91-3-130-EB-4-170 + shorthand allowance	130-5-155-EB-7-190-EB-8-230-10-240	
22	Junior Clerk	..	114 91-3-130-EB-4-170 + special pay of Rs. 10/-p.m. to one cashier	130-5-155-EB-7-190-EB-8-230-10-240	
23	Daftary (Directorate)	..	1 75-1-85	100-3-130	
24	Daftary (district)	..	3 70-1-85	100-3-130	
25	Naik	..	1 70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
26	Peon	..	64 65-1/2-70	90-2-110	
27	Watchman	..	3 65-1/2-70	90-2-110	

SECTION 5—INDUSTRIAL COURT

(i) **President, Industrial Court** (Rs. 1600-2000)

Appointment to the post of President of the Industrial court is made by direct selection of those who possess qualifications as prescribed under the Bombay Industrial Relations Act and the Industrial Disputes Act or by promotion from amongst the Members of the Court. The President, has Statewide jurisdiction. He is also the Head of Department.

The President has recommended the scale of Rs. 2250-3000 for the post having regard to the duties and responsibilities attached to the post, qualification and the experience necessary to hold the post and also taking into consideration the remuneration fixed by other Governments for similar posts. The Secretary, Education and Labour Department, suggested that the pay scale of President deserves to be revised upward and proposed that the post may be equated with the Principal Judge of the City Civil Court. The Commission considers that consistent with the important responsibilities the President has to shoulder, the pay scale for the post should be Rs. 1800-100-2300.

(ii) **Member** (Rs. 1100-1300)

The posts of Members of the Industrial court are filled by direct selection from among those who possess qualifications as prescribed under the Bombay Industrial Relations Act and the Industrial Disputes Act or by promotion from Judges, Labour Court (Senior Division). The President has suggested the scale of Rs. 1400-100-1800, the reasons cited in support being the same as mentioned earlier.

The Secretary, Education and Labour Department, has recommended the scale of Rs. 1300-1600. The Commission is of the view that having regard to the internal and external relativities that these posts should bear the pay scale of Rs. 1300-60-1600 would be appropriate for these posts.

(iii) **Registrar** (Rs. 370-595)

Appointment is made either by direct selection of Law graduates or by promotion from the cadre of Superintendents. The Registrar is in charge of all administrative duties as the Head of the office as well as court duties.

The President, has recommended the scale of Rs. 425-30-665-35-875. While recommending the pay scale the President has said that the pay scales of Registrar of Sales Tax and Revenue Tribunals are Rs. 420-735 and Rs. 425-735 respectively. The President has stated that the Registrar has no prospects of promotion and therefore a fairly good and attractive scale may be prescribed. The Commission considers that for purposes of determination of pay scale the post of Registrar can be compared to the posts of Deputy Registrar of City Civil Court or the Registrar of the Small Causes Court and accordingly recommends the scale of Rs. 350-20-450-EB-25-550-EB-30-700 for this post.

SCHEDULE
INDUSTRIAL COURT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay		Remarks
1	2	3	4	5	6	6	
<i>Gazetted</i>							
1	President	1	1500-50-2000	Rs.	Rs.	1800-100-2300	
2	Member	2	1100-40-1300 Or grade pay of district Judge + special pay of Rs. 200/-p.m.			1300-60-1600 Or grade pay of District Judge + special pay of Rs. 200/-p.m.	
3	Registrar	1	370-15-535-20-595			350-20-450-EB-25-550-EB-30-700	
<i>Non-Gazetted</i>							
4	Superintendent	1	250-10-300-15-330-20-370			325-15-400-EB-20-500-25-525	
5	Stenographer Grade I	4	225-10-275-15-395-EB-15-470			325-15-400-EB-20-500-EB-25-575	
6	Clerk of the Court	4	165-10-245 + special pay of Rs. 15/-p.m. to 3 persons			250-12-310-EB-15-370	
7	Senior Clerk	1	145-8-185			200-10-250-EB-12-310	
8	Accountant	1	145-8-185			200-10-250-EB-12-310-15-340	
9	Cashier	1	91-3-130-EB-4-170			130-5-155-EB-7-190-EB-8-230-10-240	
10	Typist	4	91-3-130-EB-4-170			130-5-155-EB-7-190-EB-8-230-10-240	
11	Clerk	5	91-3-130-EB-4-170			130-5-155-EB-7-190-EB-8-230-10-240	
12	Bailiff	1	75-2-105			110-3-140	
13	Havildar	3	80-1-85			100-3-130	
14	Naik	1	70-1-80			90-2-110	
15	Peon	6	65-1/2-70			90-2-110	
							To be given special pay of Rs. 5/-p.m.

SECTION 6—LABOUR COURT AND WAGE BOARDS

(i) Judge, Labour Court, Senior Division (Rs. 690-1100)

Appointment to these posts is ordinarily made by promotion of Judges, Labour Court (Junior Division). The Judge presides over the Labour Courts functioning under (i) The Bombay Industrial Relations Act (ii) The Industrial Disputes Act (iii) The Employees State Insurance Act, etc. The President, Industrial Court has recommended the scale of Rs. 900-1350 having regard to the peculiar nature of duties and responsibilities attached to the post. The President has contended that the post can be compared to the post of Junior District Judge. Moreover, he has pointed out that the Judges of Labour Court have fewer chances of promotion.

The Secretary, Education and Labour Department, supported the President's proposal. The Commission favours equation of these posts with the post of Civil Judge (Senior Division) and recommends the scale of Rs. 850-50-1000-EB-55-1275 accordingly.

(ii) Judge, Labour Court (Junior Division) (Rs. 450-900)

Appointment at this level is made by direct selection of candidates who have practised as Advocate, Attorney or Pleader for not less than three years. The duties of these posts are the same as that of Judge, Labour Court, (Senior Division). The President, Industrial Court, has suggested the scale of Rs. 570-1100 for the same reasons as referred to earlier. The President had stated that the post can be compared to that of Assistant Judge. The Secretary, Education and Labour Department, has endorsed the above proposal. Considering the type of work that the Labour Courts have and the responsibility that it entails and having regard to the restricted avenues for promotion the Commission considers that the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100 would be appropriate to the posts of Judges (Junior Division).

(iii) Registrar, Labour Court (Rs. 345-595)

Appointment of the Registrar is made by direct selection from those who possess a degree in Law or by promotion from the cadre of Superintendent. The Registrar has to look after the general administration of the office. The President, Industrial Court, has not made any specific recommendation but has suggested that the scale may be so fixed as to maintain the present difference between the scale of pay of this post and that of Registrar, Small Causes Court. The Commission does not consider any such difference justifiable and accordingly recommends the scale of Rs. 350-20-450-EB-25-550-EB-30-700.

SCHEDULE
LABOUR COURT AND WAGE BOARDS

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Judge, Labour Court	1	690-50-1040-60-1100	850-50-1000-EB-55-1275	
2	Judge, Labour Court (Junior Division)	3	450-470-25-670-30-760-35-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
3	Registrar, Labour Court	1	345-10-355-15-370-15-535-20-595	350-20-450-EB-25-550-EB-30-700	
4	Secretary	1	245-280-15-370-20-470	325-15-400-EB-20-500-EB-25-575	
<i>Non-Gazetted</i>					
5	Superintendent	1	205-10-265-15-280	250-12-310-EB-15-400-20-420	
6	Stenographer	4	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
7	Clerk of the Court & Board Clerk	5	145-8-185	200-10-250-EB-12-310	
8	Accountant-cum-Cashier	1	145-8-185 + special pay of Rs. 5 to 25/- p.m. for cash handling	200-10-250-EB-12-310-15-340	Special pay to be discontinued.
9	Typist	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
10	Clerk	6	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
11	Clerk-typists	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
12	Bailiff	2	75-2-105	110-3-140	
13	Naik	4	70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
14	Peon	9	65-1/2-70	90-2-110	
15	Watchman	1	65-1/2-70	90-2-110	

SECTION 7—DIRECTORATE OF SOCIAL WELFARE

The Directorate of Social Welfare is responsible for the implementation of social welfare legislation and the provision of welfare services for women, children and the physically handicapped. The Director of Social Welfare is the Head of the Department.

(i) **Director (Rs. 900-1300)**

The scale of pay of the Director is recommended to be Rs. 1100-50-1200-60-1500.

(ii) **Chief Inspector of Certified Schools and Institution (Rs. 420-930)**

Appointment to the post of Chief Inspector is made either by direct selection of a candidate holding a 2nd class degree and a post-graduate degree or diploma in social work with 5 years' experience or by promotion of an Assistant Director.

The Chief Inspector exercises State level jurisdiction and statutory powers under the various Acts such as the Bombay Children Act, The Bombay Probation of Offenders Act, etc. The Director has recommended a scale of Rs. 950-1200 for this post on the ground that the post is equivalent in status to that of Joint Director.

Considering the qualifications laid down under the rules of recruitment for the post and the type of responsibility the Commission recommends for this post the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100.

(iii) **Assistant Director-cum-Assistant Reclamation Officer and Special Officer for Physically Handicapped (Rs. 245-735)**

These posts are filled either by direct selection of graduates in Social Science with a degree or diploma in social work and possessing some experience or by promotion of gazetted officers in the scale of Rs. 270-410. These posts are at comparable levels of responsibility and the Director has recommended a common higher scale of Rs. 570-930 for these posts on the ground that they carry heavy responsibilities.

The Secretary, Education and Labour Department, has generally endorsed the proposal for improved pay scales for these posts. The Commission considers that these posts should carry the normal class II scale proposed for many other posts in other Departments and accordingly recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850.

(iv) **P. A. to Director, Officer in charge, Reception Centre, Superintendent, Beggars' Home, Superintendent, State Home (Rs. 270-410)**

These are all gazetted posts recruitment to which is made either by nomination or by promotion from the non-gazetted posts carrying the same scale of pay. The basic educational qualification for recruitment is a degree in Arts or Science and post-graduate qualifications or experience in addition. The Director has proposed that these and the non-gazetted posts on the same pay scale may all be grouped together and put on a normal class II scale on the ground that the duties and responsibilities of all the posts are similar. The non-gazetted posts referred to are those of Inspector of Certified Schools and Welfare Institutions, Chief Officer, Bombay Probation of Offenders Act, Superintendent of Major Certified Schools, Superintendent, Home for Crippled Children, Women Inspectors, Psychiatric Social Worker, Superintendent, After Care Hostel, Superintendent, Reception Centre and District Shelters and Chief Organiser. The Secretary of the Education and Labour Department has endorsed the Director's proposal on the ground that qualifications and the nature of work are comparable and also in consideration of the prospects of promotion being limited. The Commission considers that such equation would be fair and reasonable and accordingly recommends a uniform scale of Rs. 350-20-450-EB-25-600 for all the posts.

(v) **Probation Officers and other posts (Rs. 195-310)**

These are statutory District level posts and carry responsibilities for conducting enquiries under various social welfare enactments and preparing reports. These posts are filled by direct recruitment of graduates in social sciences. The Director has recommended for these posts the scale of Rs. 245-470. Consistent with the principle of starting graduates at Rs. 200 the Commission recommends that these posts should carry the scale of Rs. 200-10-250-EB-12-310-EB-15-430.

(vi) **Assistant Inspector of Certified Schools (Rs. 195-245)**

The Assistant Inspector who has State level jurisdiction assists the Inspector in his work. Recruitment to these posts is made either by nomination of graduates having in addition a post-graduate degree or diploma in social administration or experience of three years in social service or social work. Promotion is made from the post of Head clerks and senior clerks. Considering the nature of responsibility and the channel of promotion the Commission considers that this post may be put on the scale of Rs. 250-12-310-EB-15-400-20-420.

(vii) **House Master, House Matron, House Father, House Mother**
(Rs. 125-245) (Rs. 97-165) (Rs. 110-245)

These posts carry similar responsibilities in regard to looking after the children in their charge. The qualification for recruitment is graduation. Promotion to all the posts except that of House Mother is available from the posts of Assistant Teachers (Rs. 115-190). In the case of the post of House Mother promotion is made from the post of Junior clerks. The Commission proposes a uniform scale for all these posts of Rs. 200-10-250-EB-12-310-15-340.

(viii) **Head Masters**

Appointment of Head Masters is made either by direct selection of graduates with diploma or certificate in teaching of the physically handicapped or by promotion of Assistant teachers (Rs. 160-370) having the necessary qualifications. The Head Masters are in charge of schools for the physically handicapped. On the same principle as in the case of Head Masters of aided schools the Commission recommends the following scales of pay for the posts of Head Masters:—

Schools with enrolment upto 100	Rs. 350-20-450-EB-25-650.
Schools with enrolment more than 100 and upto 200.	Same <i>plus</i> special pay of Rs. 50.
Schools with enrolment of more than 200	Same <i>plus</i> special pay of Rs. 75.

(ix) **Teachers**

Consistent with the qualifications and the nature of work of the Teachers in the Institutions run by the Directorate the Commission has recommended rationalised scales of pay generally with reference to the scales recommended for teaching staff under the Education Department. In recommending the scales the Commission has in mind recruitment of qualified people only.

(x) **Special Pay**

A special pay of Rs. 25 p.m. is admissible to one Teacher in Kutch district for performing the duties of a Head Master. The Commission recommends continuance of the special pay at the existing rate.

SCHEDULE

DIRECTORATE OF SOCIAL WELFARE

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
Gazetted					
1	Director of Social Welfare ..	1	900-50-1100-50/2-1200-EB-50-1300	1100-50-1200-60-1500	
2	Chief Inspector, Certified, Schools and Institutions	1	420-30-540-35-575-EB-35-750-EB-45-930	500-30-650-EB-35-825-EB-45-1050-50-1100	
3	Assistant Director-cum-Assistant Reclamation Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
4	Special Officer for Physically Handicapped	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
5	Officer on Special Duty	1	(245-260)-280-15-385-20-485-EB-20-585-EB-35-735	350-20-450-EB-25-525-30-675-EB-35-850	
6	Superintendent, State Homes ..	3	270-20-410	350-20-450-EB-25-600	
7	P. A. to the Director of Social Welfare	1	270-20-410	350-20-450-EB-25-600	
8	Officer in Charge, Reception Centre, Superintendent for Beggars' Home	5	270-20-410	350-20-450-EB-25-600	
Non-Gazetted					
9	Inspector of Certified Schools and Welfare Institutions	3	270-20-410	350-20-450-EB-25-600	
10	Woman Inspector ..	1	270-20-410	350-20-450-EB-25-600	
11	Chief Officer, Bombay Probation of Offenders Act	17	270-20-410	350-20-450-EB-25-600	

DIRECTORATE OF SOCIAL WELFARE—Contd.

1	2	3	4	5	6
				Rs.	
12	Superintendent of Major Certified Schools	3	270-20-410	350-20-450-EB-25-600	
13	Superintendent of Home for Crippled Children	1	270-20-410	350-20-450-EB-25-600	
14	Superintendent of Home for mentally deficient children	1	270-20-410	350-20-450-EB-25-600	
15	Psychiatric Social Worker	1	270-20-410	350-20-450-EB-25-600	
16	Superintendent of Workshop	1	270-20-410	350-20-450-EB-25-600	
17	Superintendent, After Care Hostel	1	270-20-410	350-20-450-EB-25-600	
18	Superintendent, Reception Centres and District Shelters	6	270-20-410	350-20-450-EB-25-600	
19	Chief Organiser	1	270-20-410	350-20-450-EB-25-600	
20	Audit & Accounts Officer	1	270-20-410	325-15-400-EB-20-500-25-525	
21	Workshop Supervisor	2	250-15-280-20-420	250-12-310-EB-15-400-EB-20-500-25-550	Degree holders to start at Rs. 286/-
22	Office Superintendent	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
23	Physio Therapist	1	250-5-300-10-310-15-400-20-420	325-15-400-EB-20-500-EB-25-575	
24	Occupational Therapist	2	195-10-245 250-10-300-15-330-20-370	250-12-310-EB-15-400-20-420 325-15-400-EB-20-500-25-525	
25	Assistant Inspector of Certified Schools	3	195-10-245	250-12-310-EB-15-400-20-420	
26	Assistant Superintendent -cum- Matron	1	195-10-245-15-320	200-10-250-EB-12-310-15-430	
27	Deputy Superintendent	3	120-5-165-8-205	200-10-250-EB-12-310-15-340	
28	Research Assistant-cum-Statistician	1	195-10-245	250-12-310-EB-15-370	

29	Probation Officer, Case Workers, Deputy Superintendent, District Probation Officer, Assistant Super- intendent, Liaison Officer etc.	75	195-8-235-EB-10-265-15-310	200-10-250-EB-12-310-EB-15-430	
30	Community Organiser ..	3	195-8-235-EB-10-265-15-310	200-10-250-EB-12-310-EB-15-430	
31	Stenographer Grade-II ..	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
32	Overseer ..	1	175-185-10-245-EB-10-265-15-340	250-12-310-EB-15-400-EB-20-460	
33	Resident Medical Officer ..	3	160-6-190-8-230-EB-8-310-EB-10-370	250-12-310-EB-15-400-EB-20-480	
34	Head Clerk ..	1	165-8-245	250-12-310-EB-15-370	
35	Play-room worker ..	1	145-8-185-10-225	175-8-215-EB-10-255-12-315-EB-15-345	
36	Senior Clerk, Accountant, Record Keeper, Auditor ..	20	145-8-185	200-10-250-EB-12-310 200-10-250-EB-12-310-15-340	(For Accountants & Auditors only)
37	Statistical Assistant ..	1	145-8-185	200-10-250-EB-12-310	
38	Draftsman ..	1	145-4-165-EB-5-215	200-10-250-EB-12-310-15-340	
39	House Mother ..	1	125-5-145-8-185-EB-10-245 97-3-130-EB-3-133-4-165	200-10-250-EB-12-310-15-340 200-10-250-EB-12-310-15-340	
40	Nurses ..	14	125-5-145	160-6-190-EB-7-225	
41	Junior Supervisor ..	1	115-3-130-4-170	160-7-188-EB-9-215-10-265	
42	Matron ..	4	115-3-130-4-170	160-7-188-EB-9-215-10-265	
43	House Master, House Matron, House Father	2	110-3-125-8-205-EB-8-245 110-5/2-125	200-10-250-EB-12-310-15-340 160-6-172-7-200	
44	Compounder ..	7	100-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
45	Junior Clerk/Clerk-cum-Accountant/ Clerk-cum-House Master	42	91-3-130-EB-4-170 + special pay of Rs. 20/- p.m. to 5 posts for cash handling	130-5-155-EB-7-190-EB-8-230-10-240	
46	Typist/Steno typist ..	2	91-3-130-EB-4-170 + special pay of Rs. 15/- p.m.	130-5-155-EB-7-190-EB-8-230-10-240	

DIRECTORATE OF SOCIAL WELFARE—Contd.

1	2	3	4	5	6
			Rs.		
47	Steno typist (Gujarati)	..	1 75-4-95-5-115 + shorthand allowance	130-5-155-EB-7-190-EB-8-230-10-240	
	<i>Teaching Staff</i>				
48	Head Master & Principals in Institution for Physically handicapped	4	(i) 250-10-300-15-330-20-370 (enrolment upto 75) (ii) 320-15-470 (enrolment upto 150) (iii) 370-20-570 (enrolment upto 200) (iv) 350-25-600 (enrolment above 200)	350-20-450-EB-25-650 (enrolment upto 100) 350-20-450-EB-25-650 + special pay of Rs. 50/- p.m. (enrolment of more than 100 and upto 200) 350-20-450-EB-25-650 + special pay of Rs. 75 p.m. (enrolment of more than 200)	
49	Assistant Teacher	..	12 160-5-190-6-208-8-216-EB-8-240-10-310-EB-10-320-15-350-20-370 + special pay of Rs. 25/- to one teacher	225-10-275-EB-12-335-15-410-EB-20-450	Special pay to be continued.
50	Drawing Teacher	..	2 115-3-145-EB-3-154-4-190	155-5-180-EB-6-210-EB-8-250-10-260	
51	Craft Teacher, Cane work, Weaving etc.	13	115-3-145-EB-3-154-4-190	155-5-180-EB-6-210-EB-8-250-10-260	
52	Language Teacher, Senior Teacher, Trained Teacher, Senior Special Teacher etc., in J. B. Department	28	(i) 97-3-130-EB-3-133-4-165 (ii) 97-3-130-EB-4-170 (iii) 75-1-85 (iv) 75-2-125-2-135 (v) 40-5/2-85 (pre-revised) (vi) 110-3-125-5-205-8-245	130-5-155-EB-7-190-EB-8-230-10-240 130-5-155-EB-7-190-EB-8-230-10-240 120-3-135-EB-4-155-5-180-EB-6-210 120-3-135-EB-4-155-5-180-EB-6-210 130-5-155-EB-7-190-EB-8-230-10-240 175-8-215-EB-10-255-12-315-EB-15-345	
53	Craft Instructor, Craft Teacher in Institution other than those for Physically handicapped	33	(i) 97-3-130-EB-4-170 (ii) 97-3-130-EB-3-133-4-165 (iii) 100-3-130 (iv) 97-3-130 (v) 100-3-130-EB-4-150 (vi) 120-3-135-5-145 (vii) 110-3-125-5-205	130-5-155-EB-7-190-EB-8-230-10-240 130-5-155-EB-7-190-EB-8-230-10-240 120-3-135-EB-4-155-5-180-EB-6-210 120-3-135-EB-4-155-5-180-EB-6-210 130-5-155-EB-7-190-EB-8-230-10-240 130-5-155-EB-7-190-EB-8-230-10-240 130-5-155-EB-7-190-EB-8-230-10-240	
54	Driver	..	1 100-3-130	125-4-145-EB-5-165-7-200	
55	Jamadar	..	5 110/- fixed	125-3-140-EB-4-160	

56	Senior Havildar	..	5	105/- fixed	100-3-130	To be given special pay of Rs. 5/- p.m.
57	Junior Havildar	..	5	85 /- fixed	100-3-130	
58	Guard	..	82	70-1/2-75	100-2-110	
59	Daftary	..	1	75-1-85	100-3-130	
60	Naik	..	1	70-1-80	90-2-110	
61	Peon	..	42	65-1/2-70	90-2-110	
62	Senior Attendant/ Medical Attendant/ Workshop Attendant	..	1 41	105-1-110 (i) 65-1/2-70 (ii) 75-1-85	125-3-140-EB-4-160 90-2-110 100-3-130	
63	Attendant	..	80/- consolidated		100/- consolidated	
64	Watchman	..	25	(i) 65-1/2-70 (ii) 65/- fixed	90-2-110 90-2-110	
65	Cook	..	37	(i) 65-1/2-70 (ii) 75/- fixed (iii) 70-2-80 (iv) 75-1-85	100-2-110 100-2-110 100-2-110 100-2-110	
66	Sweeper	..	36	(i) 65-1/2-70 (ii) 60/- fixed	90-2-110 90-2-110	
67	Junior Guard	..	29	65-1/2-70	90-2-110	
68	Mali	..	8	(i) 70-1-35 (ii) 65-1/2-70	90-2-110 90-2-110	
69	Helper	..	2	65-1/2-70	90-2-110	

SECTION 8—BACKWARD CLASS WELFARE DEPARTMENT

The principal functions of the Backward Class Welfare Department which until 1965 formed a part of the Social Welfare Department, are the implementation of the various schemes sponsored by the Centre as well as the State for promoting the welfare of Backward Classes in the State.

(i) Director (Rs. 900-1300)

The Head of the Department is the Director for whom the Commission recommends the scale of Rs. 1100-50-1200-60-1500 as discussed in an earlier Chapter on the scales of pay of Heads of Department.

(ii) Deputy Director (Rs. 425-735)

The post of a Deputy Director is filled either by direct selection from among those who hold a post graduate degree or diploma in Social Welfare having more than 3 years' experience or by promotion from class II officers viz. P.A. to Director, Officer in charge for Tribal and Backward Class Welfare and Special Officer for Bhangi Kasta Mukti. The Deputy Director assists the Director in the formulation and implementation of backward class welfare schemes and attends to administrative work. The Backward Class Welfare Officers' Association has recommended a regular pay scale of Class I posts viz. Rs. 420-1100 on the grounds of comparison with the scale of pay of Deputy Director, Prohibition and Excise. The Secretary, Education and Labour Department, has upheld this view.

The Commission considers that consistent with the internal relativities and the nature of responsibilities of the post of Deputy Director the scale of Rs. 500-30-650-EB-35-825-EB-40-905-45-950 would be fair and adequate for the post of Deputy Director.

(iii) Officer-in-charge for Tribal and Backward Class Welfare (Rs. 245-735)

Appointment to these posts is made either by direct selection, the recruitment qualification being a degree in 2nd class and post graduate degree or diploma in social welfare or by promotion from amongst the Backward Class Welfare Officers who are trained in tribal welfare work. The principal duties of this officer are to (1) assist the Director in formulation of new schemes (2) supervise the implementation of schemes (3) co-ordinate and maintain plan statistics (4) prepare administration Report and Schedule Areas Report.

The Association of Backward Class Welfare Officers has recommended the upgrading of this post and of the posts of P. A. to the Director and of the Special Officer Bhangi Kasta Mukti, which are in the same pay scale, to class I in the scale of Rs. 420-1100 on the ground that these are promotion posts for Backward Class Welfare Officers and should therefore be upgraded consistent with their demand for a normal class II scale for the posts of Backward Class Welfare Officers. The Director has recommended a scale of Rs. 420-1100 in class I on the ground that the jurisdiction of the post is Statewide and the fact that the post was formerly held by a Deputy Collector. The Secretary has generally upheld this view on the plea that these are senior scale class II posts in the Directorate which are promotion posts for class II officers.

The Commission is unable to accept this as a valid basis for upgrading of the post or giving a higher scale of pay comparable to that of class I posts. On an evaluation of duties and responsibilities attached to this post it cannot be placed any higher than the class II posts of several other Departments for which the Commission has recommended the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850. The Commission considers that the same scale would be appropriate to this post. The same scale may apply to the posts of Special Officer, Bhangi Kasta, Mukti and P.A. to the Director which could be grouped together with this post.

(iv) **House Master (Rs. 245-735)**

Appointment of the House Master is made by direct selection from among those who hold a Bachelor's/Master's 2nd class degree and 5 years' teaching/administrative experience, preference being given to a holder of Diploma in Education/Social Science/Public Administration with aptitude for hobbies and games. The House Master is in overall charge of the hostel and the welfare of the boys numbering between 100-120. He has to be in constant contact with the Head Masters of the schools and Principals of colleges about the progress of his wards. He works as guardian and is concerned with hostel management and discipline of the boys.

The Commission considers that the post of House Master could be equated with many similar posts in the Education Department for which the Commission has recommended the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850. The Commission proposes the same scale in the instant case.

(v) **Backward Class Welfare Officers and Nomedic Tribes Welfare Officers (Rs. 245-395)**

Appointment to the posts at this level is made either by direct selection of those who hold a degree in Sociology/Political Science/Economics etc. preference being given to a holder of a post graduate degree or diploma in social welfare and experience in administration of social service, or by promotion of the staff of the Department holding lower posts. The main duties of the Welfare Officers consist of organising, coordinating and guiding different ameliorative measures aimed at the general uplift of backward classes. The Association of Backward Class Welfare Officers has urged before the Commission that these posts should carry the normal class II scale, on the main ground that these posts used to be held by IInd Grade Mamlatdars in the past. The Association has sought comparison also with the post of Taluka Development Officer on the scale of Rs. 280-735. They have stressed that their duties in regard to the promotion of the well being of the under-privileged classes are onerous and require zeal and understanding of a high order. They have also proposed that Backward Class Welfare Officers in districts like Dangs, Surat, Bulsar, Broach, Panchmahals, Baroda and Sabarkantha which have a heavy concentration of tribal population and the districts like Ahmedabad, Mehsana, Kaira, Surendranagar where the problem of untouchability and intensity of schedule castes is high should be given a class I scale. The Director has generally endorsed this view.

In a composite cadre like that of Backward Class Welfare Officers distinctions in pay scales as between light charges and heavy charges cannot be considered to be sound in principle. In the final analysis variations in the quantum of responsibility as between various posts in the same cadre are inescapable and so long as nature of work and the level of responsibility do not alter differential treatment in the scales of remuneration cannot be justified. The Commission is therefore unable to accept the submission of the Association. As for the plea for parity with other posts carrying a full-fledged class II scale the Commission is of the view that having regard to the nature, and scope of functions discharged by these officers such a demand is not sustainable. The Commission considers however that the existing scale requires general improvement both in view of the restricted avenues of advancement and the nature of work that these officers are called upon to perform. The Commission accordingly recommends for these posts the scale of Rs. 350-20-450-EB-25-600.

(vi) **Sanchalak (Rs. 195-310)**

Pending finalisation of recruitment rules for this post, it is filled by promotion of Grahpaties. The Sanchalak is required to keep proper accounts of the residential industrial schools known as Udyog Mandirs at Rajula and Jamnagar. Upward revision is demanded by the Sanchalaks on the ground that their duties are comparable with those of warden and House Master whose pay scales are (i) Rs. 250-370 and (ii) Rs. 280-735 respectively. The Director has recommended a common scale of Rs. 250-10-300-15-330-20-370 for the post of Sanchalak and Warden. However, having regard to the vertical relativities the Commission recommends for this post the scale of Rs. 250-12-310-EB-15-400-20-420.

(vii) **Grahpati** (Rs. 165-205)

The post of Grahpati is filled on promotion from the posts of Assistant Teacher, teacher and social welfare Inspectors. The Director has equated this post with the post of Superintendent of Girls Hostel. The Secretary, Education and Labour Department has concurred in this. The Commission accordingly recommends for both the posts the scale of Rs. 200-10-250-EB-12-310-15-340. The same scale is recommended for the post of Superintendent, Government Girls Hostel, Bhuj.

SCHEDULE

BACKWARD CLASS WELFARE DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay		Remarks
			3	4	5	6	
	<i>Gazetted</i>			Rs.		Rs.	
1	Director	1	900-50-1100-50/2-1200-EB-50-1300		1100-50-1200-60-1500		
2	Deputy Director	1	425-30-665-35-735		500-30-650-EB-35-825-EB-40-905-45-950		
3	Personal Assistant to Director	1	(245-260)-280-15-385-20-435-EB-20-585-EB-25-735		350-20-450-EB-25-525-30-675-EB-35-850		
4	Officer in charge for the Tribal Welfare and Backward Class Welfare	1	(245-260)-280-15-335-20-485-EB-20-585-EB-25-735		350-20-450-EB-25-525-30-675-EB-35-850		
5	Special Officer for Bhangi Kasta Mukti	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735		350-20-450-EB-25-525-30-675-EB-35-850		
6	Statistical Officer	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735		350-20-450-EB-25-525-30-675-EB-35-850		
7	House Master	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735		350-20-450-EB-25-525-30-675-EB-35-850		
8	Nomadic Tribes Welfare Officer and Backward Class Welfare Officer	27	245-320-15-395		350-20-450-EB-25-600		
	<i>Non-Gazetted</i>						
9	Accountant	1	270-20-410		325-15-400-EB-20-500-25-525		
10	Office Superintendent	1	250-10-300-15-330-20-370		325-15-400-EB-20-500-25-525		
11	Warden	2	250-10-300-15-330-20-370		325-15-400-EB-20-500-25-525		
12	Sanchalak	2	195-8-235-10-265-15-310		250-12-310-EB-15-400-20-420		

BACKWARD CLASS WELFARE DEPARTMENT—*concd.*

1	2	3	4	5	6
13	Statistician ..	1	195-10-245	250-12-310-EB-15-370	
14	Head Clerk ..	3	195-10-245	250-12-310-EB-15-370	
15	Propaganda Officer (Removal of Untouchability) ..	1	195-10-245	250-12-310-EB-15-370	
16	Research Assistant ..	1	180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	
17	Stenographer Grade II ..	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
18	Head Clerk ..	2	165-8-245	250-12-310-EB-15-370	
19	Grihpati ..	3	165-8-205	200-10-250-EB-12-310-15-340	
20	Lady Welfare Officer/Worker ..	2	150/-fixed (unrevised)	200-10-250-EB-12-310-15-340	
21	Statistical Assistant ..	7	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
22	Senior Clerk ..	11	145-8-185	200-10-250-EB-12-310	
23	Assistant Teacher ..	2	125-5-170	155-5-180-EB-6-210-EB-8-250-10-260	
24	Craft Teacher ..	8	125-5-170	155-5-180-EB-6-210-EB-8-250-10-260	
25	Teacher ..	2	120-5-170	155-5-180-EB-6-210-EB-8-250-10-260	
26	Superintendent, Government Girls Hostel, Bhuj ..	1	115-5-175-EB-5-200-9-245	200-10-250-EB-12-310-15-340	
27	Assistant Craft Teacher ..	8	105-5-145	125-4-145-EB-5-165-7-200	
28	Social Welfare Inspector Junior scale ..	1	100-5-150	150-5-155-EB-7-190-EB-8-230-10-240	
29	Sanchalak of Government Sanskar Kendras ..	14	100-5-135	125-4-145-EB-5-165-7-200	

30	Junior Clerk	..	54	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
31	Steno-typist	..	1	91-3-130-EB-4-170 + shorthand allowance	130-5-155-EB-7-190-EB-8-230-10-240
32	Typist	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
33	Driver	..	2	95-3-125	125-4-145-EB-5-165-7-200
34	Assistant Sanchalak of Government Sanskar Kendra	..	14	75-4-95-5-115	125-3-140-EB-4-160
35	Sevika	..	9	115/-	125-3-140-EB-4-160
36	Lady Tailoring Instructor	..	4	75/-fixed (unrevised)	125-3-140-EB-4-160
37	Daftary	..	1	75-1-85	100-3-130
38	Naik	..	1	70-1-80	90-2-110
39	Cook	..	4	65-1/2-70	90-2-110
40	Peon	..	46	65-1/2-70	90-2-110
41	Sweeper	..	4	65-1/2-70	90-2-110
42	Servants	..	4	65-1/2-70	90-2-110
43	Night Watchman	..	4	65-1/2-70	90-2-110
44	Engine Driver-cum-Agriculturist	..	1	60/-fixed	90-2-110
45	Sathi	..	2	70/-fixed	90-2-110

To be given special
pay of Rs. 5/-p.m.

SECTION 9—PROHIBITION AND EXCISE DEPARTMENT

This Department was originally set up years ago to collect excise revenue on various intoxicants. However with the introduction of prohibition the functions of the Department have undergone substantial changes and now it is responsible for the administration of prohibition and excise laws of the State. The Department also assists the Police Force in the prevention and detection of prohibition crimes and carries out extensive propaganda on prohibition.

(i) Director (Rs. 900-1300)

For the post of Director, the Commission recommends the scale of Rs. 1100-50-1200-60-1500 as discussed in an earlier Chapter.

(ii) Deputy Director of Prohibition and Excise (Rs. 370-1100)

The Deputy Director is appointed by promotion of suitable persons from amongst Superintendents, Prohibition and Excise, Class I. The Deputy Director has a Statewide jurisdiction and he assists the Director. The Director has suggested the scale of Rs. 1000-1800 for the post.

The Secretary, Education and Labour Department has pointed out that responsibilities of the post can be compared with those of Deputy Director of Education. He also stated that the work of Deputy Director is different from that of Superintendent, Class I and therefore it would be proper to treat that as a promotion post and prescribe a separate pay scale. The Commission accepts the Secretary's view and recommends for the post of Deputy Director the same scale as for Deputy Director of Education *i.e.* Rs. 700-40-860-EB-50-1110-55-1275.

(iii) Superintendent of Prohibition and Excise (Rs. 370-1100)

The posts of Superintendents are filled on promotion of suitable officers of the cadre of Superintendents of Prohibition and Excise, Class II. The Superintendents are Heads of the district level organisation and are mainly responsible for implementation and administration of various Acts and Rules administered by the Department. The Director has suggested the scale of Rs. 570-1600 on the ground that these Superintendents are in charge of important Districts. In his evidence before the Commission the Director however suggested that whatever class I scale is suggested for other Departments may be made applicable to this Department. Having regard to the functions of the post of Superintendent, the Commission considers that these posts may carry the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 recommended for several class I posts of other Departments.

(iv) Superintendent of Prohibition and Excise, Class II, Assistant Deputy Director, Prohibition and Excise (Rs. 245-735)

The posts of Superintendents are filled either by direct selection of graduates in different subjects or by promotion of the District Inspector of Prohibition and Excise. The Superintendents are in charge of district other than those in charge of Class I officers and discharge the same functions. The Assistant Deputy Directors are promoted from the cadre of office Superintendents subject to the selected candidate being a graduate in Arts, Science, Commerce or Law. There is a provision for these posts being filled on transfer of the Superintendents of Prohibition and Excise, Class II. The Director has recommended that all these posts could carry the class II scale recommended for posts in other Departments. The Commission considers this a fair equation in terms of duties and responsibilities and accordingly recommends the scale of Rs. 350-20-450-EB-25-525-EB-30-675-EB-35-850 for these posts.

(v) District Inspector of Prohibition and Excise (Rs. 275-380)

Appointment to these posts is made by promotion from the cadre of Inspectors of Prohibition and Excise. The duties of these posts are practically the same as those of the Superintendents. The

Director has suggested the scale of Rs. 350-600 for the posts on the ground that they have to deal with highly paid officers of industrial concerns. Keeping the internal relativities in view the Commission recommends for these posts the scale of Rs. 325-15-400-EB-20-500-EB-25-575.

(vi) **Sub-Inspector** (Rs. 125-190)

Appointment of the Sub-Inspectors is normally made by direct selection, the recruitment qualification being a pass in the Intermediate examination of a recognized University. In special circumstances, appointment is made by promotion from the ranks of clerical or constabulary establishment. The Sub-Inspector is generally in charge of areas comprising four to five talukas or is posted at Bonded Laboratories, Foreign Liquor Shops and Distilleries. The Director has suggested the scale of Rs. 150-360 on the ground that the Department does not attract qualified recruits largely attributable to the low scale of pay. He also pointed out that the promotion chances for Sub-Inspectors are scarce and suggested that 10 posts of Sub-Inspectors may be put on a selection grade. Staff of the Department who have submitted memoranda to the Commission has sought parity in scales of pay with the posts of Sub-Inspectors of Police.

The Commission is of the view that in the face of the recruitment difficulty that the Director has referred to the provision of a selection grade may not have any significant impact on the recruitment situation. A generally improved pay scale may be a better alternative. With this in view the Commission recommends for the posts of Sub-Inspectors the scale of Rs. 175-8-215-EB-10-255-12-315-EB-15-345.

(vii) **Petty Officers** (Rs. 80, 85, 100, 105, 110)

The posts of Petty Officers are filled by promotion from the cadre of constables. They supervise over the constables.

The Director has suggested a running scale of Rs. 120-160.

The Secretary, Education and Labour Department, agreed with the Director's proposal to have a running scale for Petty Officers. He equated these posts with those of Head Constable in the Police Department. The Commission has accepted this in principle and recommends that the higher posts in this category may carry the pay scale of Rs. 125-3-140-EB-4-160 and the lower posts the scale of Rs. 100-3-130.

(viii) **Special Pays**

The post of Deputy Director of Prohibition and Excise carries a special pay of Rs. 100/- p.m. The Special pay is being given in recognition of the higher responsibilities that the Deputy Director has to shoulder as compared to the Superintendents in the Districts. The Director has recommended that special pay may be increased to Rs. 200/- p.m. on the ground that Deputy Director in Bombay is being given a special pay of Rs. 150/- p.m. The Secretary, Education and Labour Department said that Deputy Director's work is different from that of Superintendent and it is a promotion post and therefore higher pay scale may be prescribed. The Commission has recommended a separate scale of pay for the post of Deputy Director. The special pay may therefore be discontinued.

The Director has recommended that special pay at the rates of Rs. 30, Rs. 25, Rs. 15 and Rs. 12, may respectively be given to Inspectors, Sub-Inspectors, Petty Officers and Constables posted at Bonded Laboratories as they have constantly to work longer hours and even on holidays. The Secretary, Education and Labour Department has endorsed this proposal. The Commission considers that the grant of special pay would be justified and recommends that the Inspectors, Sub-Inspectors, Petty Officers and constables posted at Bonded Laboratories may be given special pay at Rs. 20, Rs. 15, Rs. 10 and Rs. 5 respectively.

SCHEDULE

PROHIBITION AND EXCISE DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay		Remarks
1	2	3	4	5	6	6	
Rs.							
Gazetted							
1	Director	..	1	900-50-1100-1100-50/2-1200-EB-50-1300	1100-50-1200-60-1500		
2	Deputy Director	..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay of Rs. 100/-p.m.	700-40-860-EB-50-1110-55-1275		Special pay to be discontinued.
3	Superintendent of Prohibition and Excise	..	4	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
4	Superintendent of Prohibition and Excise	..	3	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850		
5	Assistant Deputy Director	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850		
6	Legal Assistant	..	1	320-10-420	350-20-450-EB-25-550-EB-30-700*		
Non-Gazetted							
7	District Inspector of Prohibition and Excise	10	275-10-315-15-360-20-380		325-15-400-EB-20-500-EB-25-575		
8	Accounts Officer	..	1	280-10-340-15-385	325-15-400-EB-20-500-25-525		
9	Office Superintendent	..	2	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525		
10	Inspector of Prohibition and Excise	..	8	190-8-230-9-275	250-12-310-EB-15-400-20-420		Inspectors posted at Bonded Laboratories to be given special pay of Rs. 20/-p.m.

11	Assistant Superintendent	..	7	165-8-245	250-12-310-EB-15-370	
12	Stenographer	..	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
13	Head Clerk, Accountant, Senior Clerk, Supervisor	22	145-8-185		200-10-250-EB-12-310 200-10-250-EB-12-310-15-340	(For Accountants only)
14	Sub-Inspector of Prohibition and Excise	..	60	125-4-165-EB-4-185-5-190	175-8-215-EB-10-255-12-315-EB-15-345	Sub-Inspector posted at Bonded Laboratories to be given special pay of Rs. 15/-p.m.
15	Prohibition Officer	..	1	125-5-190	175-8-215-EB-10-275	
16	Clerk-cum-Typist	..	88	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
17	Petty Officers (i) Jamadar (ii) Havildar (iii) Naik	.. .. ..	5 9 3	110/-fixed 105/-fixed 100/-fixed 85/-fixed 80/-fixed	125-3-140-EB-4-160 125-3-140-EB-4-160 125-3-140-EB-4-160 100-3-130 100-3-130	Petty Officers posted at Bonded Laboratories to be given special pay of Rs. 10/-p.m.
18	Operator	..	3	106-3-130	125-4-145-EB-5-165-7-200	
19	Driver	..	4	75-2-105-3-120	125-4-145-EB-5-165-7-200	
20	Head Packer	..	1	85-2-110	125-3-140-EB-4-160	
21	Packer	..	41	70-2-80	100-2-110	
22	Daftarband	..	1	75-1-85	100-3-130	
23	Patta Naik	..	2	70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
24	Constables	..	165	70-1-75	100-3-130	Constables posted at Bonded Laboratories to be given special pay of Rs. 5/-p.m.

* Please see page 43

PROHIBITION AND EXCISE DEPARTMENT—cont'd.

1	2	3	4	5	6
25	Patta Peon	..	51 65-1/2-70	Rs. 90-2-110	
26	Cleaner	..	4 65-1/2-70	90-2-110	
27	Hamal and Sweeper	..	2 65-1/2-70	90-2-110	
28	Attendant	..	1 80/-Consolidated	100/-Consolidated	

SECTION 10—DIRECTORATE OF MUSEUMS

The Directorate of Museums was set up in November 1964 for the development of various Government and Non-Government museums in the State. The Directorate is concerned with collection of art, archaeological and scientific articles and manuscripts and their preservation. It also undertakes research and publication on these subjects. The Director of Museums is the Head of the Department.

(i) **Director (Rs. 685-1150)**

Appointment to the post of Director is made by direct selection, the qualification for recruitment being a Master's degree in Arts or Science with a diploma in Museology and with five years' experience or by promotion of a suitable Assistant Director of Museum. The Director exercises administrative control over all Government museums in the State. The Director brought to the attention of the Commission the fact that the Central Advisory Board of Museums has recommended the equation of the posts of the technical personnel in the museums with those of the teaching staff of Universities for purposes of determination of pay scales. The Director sought the pay scale for personnel in his Department being fixed on that footing. The Secretary, Education and Labour Department has generally endorsed the Director's proposal. The Commission is conscious of the importance of the Directorate and the role it has to play in preserving objects of art and in fostering the cultural heritage of the State. The Commission also recognizes the need for talented and competent staff who could organise and develop the museums of the State. But a comparison with the posts of teaching staff of Universities in the matter of pay scales can at best be superficial since basic differences in the duties and responsibilities between the two sets of posts cannot be ignored. The Commission is as such unable to accept the plea for such external parities except in so far as they may serve to set the limits within which the remuneration of the museum staff could be determined. The Director suggested that the post be equated with that of an University Professor (Rs. 1000-1500). The Commission recommends for the post the scale of Rs. 1050-50-1100-60-1400.

(ii) **Assistant Director (Rs. 245-735)**

The post is filled by direct selection from among those who hold a Master's degree in Arts or Science with a diploma in Museology or by promotion from the cadre of Keepers (Senior). The Assistant Director mainly assists the Director in the administrative and technical matters. The Director has recommended that the post may be equated with that of a Reader (Rs. 700-1100). The Commission considers that the normal class II scale recommended for many posts in other Departments would be adequate for this post.

(iii) **Picture Restorer (Rs. 370-570)**

Appointment of the Picture Restorer is made by direct selection from persons who possess a diploma in painting and training in picture restoration work. His duties consist of restoration of deteriorated oil paintings of all museums and to look after the collections of oil paintings in the Baroda Museum. The Director has recommended that the post be equated with that of a Lecturer (Rs. 400-800). The Commission is aware that the work is of a very intricate nature requiring great dexterity and skill and an aesthetic sense. The scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 in the Commission's opinion would be appropriate for this post.

(iv) **Chemist (Rs. 320-420)**

Recruitment to the post of Chemist is made by direct selection of those possessing a Master's degree in Archaeology or Science with Chemistry or by promotion from the cadre of Chemical Assistant. The main job of the post is to undertake the chemical cleaning and conservation of all damaged and deteriorating antiques of all museums. The Director has recommended that the post be equated with that of a Lecturer. The considerations relevant to the fixation of pay of the Picture Restorer are valid here as well but not with the same force. The Commission considers the scale of Rs. 350-20-450-EB-25-600 would be appropriate to this post.

(v) Keeper (Senior) (Rs. 250-570) Keeper (Junior) (Rs. 250-470)

Posts of Keepers carry responsibilities for preservation and collection of exhibits and organising displays and exhibitions. The post of Junior Keeper is filled either on promotion of curators or by selection of candidates having Master's degree in Arts or Science and a diploma in Museology. The post of Keeper Senior is available on promotion to the Keeper Junior. The Director has recommended the same scale of pay for both the posts as also for posts of Curator's equating all these with the posts of Lecturers. Having regard to the existing channels of promotion and the relativities *vis-a-vis* higher posts the Commission proposes for the post of Keeper (Junior) the scale of Rs. 325-15-400-EB-20-500-EB-25-575 and for the post of Keeper (Senior) Rs. 350-20-450-EB-25-550-EB-30-700.

(vi) Curators (Rs. 195-350)

Appointment of Curators is made by direct selection of those who possess a Master's degree in Arts or Science with a diploma in Museology or three years' experience of technical working in Museums. A Curator is in charge of a district museum. Having regard to the overall responsibilities that these posts carry and the pay scales recommended for the higher posts the Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-460 for the posts of Curators.

(vii) Special Pay

The posts of Director of Museums carries a special pay of Rs. 100 p.m. for additional duties discharged by the Director of the Baroda Museum in his capacity as the *ex-officio* head of the Department. In view of the revised pay scale recommended for the post of Director as the Head of the Department the Commission considers that the special pay is not justified and accordingly recommends that it may be discontinued.

DIRECTORATE OF MUSEUMS—*concd.*

1	2	3	4	5	6
			Rs.	Rs.	
14	Gallery Assistant	..	2	140-5-185-10-285-15-300	200-10-250-EB-12-310-EB-15-400
15	Guide Lecturer	..	1	115-5-175-EB-5-200-9-245	175-8-215-EB-10-255-12-315-EB-15-345
16	Taxidermist	..	1	115-5-175-EB-5-200-9-245	175-8-215-EB-10-255-12-315-EB-15-345
17	Cataloguer	..	1	105-4-185-EB-5-205-10-215	145-7-180-EB-8-220-EB-10-300
18	Assistant Curator	..	1	115-5-145-7-180	175-8-215-EB-10-275
19	Photographer-cum-Draughtsman	1	1	105-3-108-4-180	160-7-188-EB-9-215-10-265
20	Junior Clerk/Clerk	..	10	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
21	Head Armed Guard	..	1	70-1-80	100-3-130
22	Naik	..	1	70-1-80	90-2-110
23	Jamadar	..	2	70-1-75	100-2-110
24	Armed Guard	..	8	70-1-75	100-2-110
25	Peon	..	48	65-1/2-70	90-2-110
26	Watchman	..	6	65-1/2-70	90-2-110
27	Hamal	..	4	65-1/2-70	90-2-110

To be given special
pay of Rs. 5/-p.m.

SECTION 11—DIRECTORATE OF ARCHAEOLOGY

(i) **Director** (Rs. 570-1100)

Appointment to the post of Director is made by direct selection from amongst those who possess a Master's degree with Ancient Indian Culture with Archaeology or by promotion from the cadre of Superintendent of Archaeology. The Director is responsible for directing all archaeological works such as excavation, conservation and exploration and is concerned with research in old handicrafts and is in charge of administration of the whole Department. The Secretary, Education and Labour Department has recommended that the Director of Archaeology may have a slightly lower scale as compared to that of Director of Museums. Considering the nature of responsibility that devolves on the Head of an emerging Department and having regard to the fact that the scale for the post has been revised in 1965 from Rs. 350-25-650- to Rs. 570-1100 the Commission considers that the scale of Rs. 700-40-860-EB-50-1110-55-1275 would be fair for the post of Director.

(ii) **Superintendent of Archaeology** (Rs. 200-400 unrevised)

The Superintendents are appointed either by nomination of candidates having a Master's degree in Arts with Ancient Indian Culture or Diploma in Archaeology or by promotion from the cadre of Technical Assistant. The Superintendent looks after administrative work under his jurisdiction as well as excavation and conservation work.

The Secretary, Education and Labour Department, suggested that the post may be compared with that of Keeper of the Museum. The Commission recommends for this post the scale of Rs. 325-15-400-EB-20-500-EB-25-575.

(iii) **Archaeological Engineer** (Rs. 315-550)

Appointment to this post is made by direct selection, the essential qualification being a degree in Civil Engineering or by promotion from the cadre of Conservation Assistant. The Archaeological Engineer attends to the work relating to the conservation.

The Secretary, Education and Labour Department, suggested that the post may be compared with that of Junior Engineer in the Public Works Department because the qualification for both is identical.

The Commission considers that having regard to the nature of responsibility and the relationships within the organisation the scale of Rs. 350-20-450-EB-25-550-EB-30-700 for this post would be justified.

(iv) **Conservation Assistant** (Rs. 150-300 unrevised)

Conservation Assistants are either recruited directly from those who possess a diploma in Civil Engineering or by promotion from the cadre of Overseers. The Conservation Assistant is responsible for execution of conservation work of monuments.

The Secretary, Education and Labour Department, suggested that the post may be compared with either Assistant Keeper or with Chemist in the Department of Museums.

The Commission considers the scale of Rs. 250-12-310-EB-15-400-EB-20-460 would be adequate for the post.

(v) **Technical Assistant** (Rs. 150-300 unrevised)

Appointment is made by direct selection, the qualification being a Master's degree in Arts with Ancient Indian Culture. The Technical Assistant prepares reports of excavation work carried out in different parts of the State,

The Commission considers the scale of Rs. 250-12-310-EB-15-400-EB-20-460 would be adequate for the post.

(vi) **Pottery Assistant** (Rs. 100-140 unrevised)

The Pottery Assistant is recruited directly from among those who have passed S. S. C. Examination and have experience of pottery work. His duty consists of looking after pottery excavation.

The Commission recommends for this post the scale of Rs. 200-10-250-EB-12-310.

SCHEDULE

DIRECTORATE OF ARCHAEOLOGY

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director of Archaeology	1	570-40-770-EB-40-1050-50-1100	700-40-860-EB-50-1110-55-1275	
2	Archaeological Engineer	1	315-15-435-20-475-EB-25-550	350-20-450-EB-25-550-EB-30-700	
<i>Non-Gazetted</i>					
3	Superintendent of Archaeology	2	200-400 (Unrevised)	325-15-400-EB-20-500-EB-25-575	
4	Technical Assistant	1	150-10-300 (Unrevised)	250-12-310-EB-15-400-EB-20-460	
5	Photographer-cum-Draftsman	2	150-10-210-15-225	200-10-250-EB-12-310-15-340	
6	Conservation Assistant	3	150-10-300 (Unrevised)	250-12-310-EB-15-400-EB-20-460	
7	Head Clerk	1	145-8-185-10-195	200-10-250-EB-12-310-15-340	
8	Photographer	1	100-5-150 (Unrevised)	200-10-250-EB-12-310	
9	Assistant-cum-Moulder	1	100-5-150	200-10-250-EB-12-310	
10	Draftsman-cum-Surveyor	1	100-8-140 (Unrevised)	200-10-250-EB-12-310	
11	Pottery Assistant	1	100-8-140	200-10-250-EB-12-310	
12	Senior Clerk	3	145-8-185	200-10-250-EB-12-310	
13	Site Supervisor-cum-Store-Keeper	1	70-5-100-8-140 (Unrevised)	175-8-215-EB-10-275	
14	Laboratory Assistant	1	70-5-100-8-140 (Unrevised)	175-8-215-EB-10-275	
15	Sub-Overseer	1	125-4-165-5-170	160-7-188-EB-9-215-10-265	

DIRECTORATE OF ARCHAEOLOGY—*Concd.*

1	2	3	4	5	6
16	Clerk	..	1	91-3-130-EB-4-170	Rs.
17	Typist-cum-Clerk	..	3	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
18	Typist	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
19	Driver	..	1	95-2-115-3-130	130-5-155-EB-7-190-EB-8-230-10-240
20	Peon	..	9	65-1/2-70	125-4-145-EB-5-165-7-200
21	Watchman	..	2	65-1/2-70	90-2-110
22	Chowkidar	..	2	65-1/2-70	90-2-110

**SECTION 12—SANGEET NRITYA NATYA ACADEMY/
LALITKALA ACADEMY**

The Sangeet Nritya Natya Academy and the Lalitkala Academy are promoting cultural activities in the State of Gujarat.

(i) Secretary, Sangeet, Nritya, Natya Academy/Secretary, Lalitkala Academy (Rs. 245-735)

The appointment to the posts of Secretary, of both academies are made either by direct selection of graduates who possess knowledge and experience of Sangeet, Nritya and Natya or by promotion. The post of Secretary, Sangeet, Nritya, Natya Academy is borne on the cadre of Gujarat Educational Service Class II and would carry the same pay scale as recommended for other class II posts in the Gujarat Educational Service Class II. The other post of Secretary, Lalitkala Academy is isolated but carrying identical duties and responsibilities. The Commission recommends the pay scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for the post.

(ii) Assistant Secretary (Rs. 220-300)

The Assistant Secretary, assists the Secretary, Sangeet, Nritya, Natya Academy in his day to day work. The Commission recommends the pay scale of Rs. 250-12-310-EB-15-400-20-420 for this post.

The other posts are common to other Departments and would carry the pay scales recommended for comparable posts.

SCHEDULE
SANGEET, NRITYA, NATYA ACADEMY/LALITKALA ACADEMY

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	Secretary	..	2 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	<i>Non-Gazetted</i>				
2	Assistant Secretary	..	1 220-10-300	250-12-310-EB-15-400-20-420	
3	Accountant-cum-Cashier	..	1 195-10-245	250-12-310-EB-15-370	
4	Superintendent	..	1 185-10-255-15-300	250-12-310-EB-15-400-20-420	
5	Senior Clerk	..	2 145-8-185	200-10-250-EB-12-310	
6	Junior Clerk-cum-typist	..	2 100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
7	Junior Clerk	..	2 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
8	Peon	..	5 65-1/2-70	90-2-110	

CHAPTER VII

FINANCE DEPARTMENT

SECTION I—DIRECTORATE OF ACCOUNTS AND TREASURIES

The functions of the Directorate of Accounts and Treasuries broadly fall under two heads : one relating to accounts and the other relating to treasuries. On the treasuries side the Directorate exercises control over the treasuries and the sub-treasuries all over the State and the Pay and Accounts Office at Ahmedabad. On the accounts side the Department is concerned with audit and accounts of Departments of Government and local bodies. The Directorate is also in charge of insurance of properties of State Government, Statutory bodies and the Co-operative Societies. The Director of Accounts and Treasuries is the Head of the Department.

(i) **Director of Accounts and Treasuries** (Rs. 1300-1600)

As discussed in the Chapter on scales of pay of Heads of Department, the Commission recommends a scale of Rs. 1400-60-1640-80-1800 for the post of Director.

(ii) **Insurance Officer** (Rs. 735-1150)

Recruitment to the post of Insurance Officer is made by direct selection of Fellows of Institute of Actuaries with experience of 3 years' of insurance or statistical work or of graduates in economics, mathematics, statistics or commerce with 8 years' of experience in insurance or statistical work. The Insurance Officer is the Head of the Insurance section dealing with the insurance of all Government properties. The Director of Accounts and Treasuries has proposed a scale of Rs. 900-50-1200-EB-50-1400 for the post in view of the high qualifications and the heavy responsibilities which the post carries. The Secretary, Finance Department has endorsed in general terms the need for improvement in the scale of pay in keeping with the qualifications and the market value, and has recommended that the pay scale for the post may be fixed higher than those of the Pay and Accounts Officer and Examiner of Local Fund Accounts. The Commission accordingly recommends the scale of Rs. 850-50-1000-EB-55-1275 for the post of Insurance Officer.

(iii) **Assistant Insurance Officer** (Rs. 275-570)

The post of Assistant Insurance Officer is filled by direct recruitment of graduates who have 3 years of experience in insurance business. The Assistant Insurance Officer is expected to assist the Insurance Officer in discharge of his duties. The Director of Accounts and Treasuries has suggested the standard class II scale for this post. The Commission, however, thinks that consistent with the responsibility of the post the regular class II scale would not be justified and accordingly recommends the scale of Rs. 350-20-450-EB-25-550-EB-30-700.

(iv) **Deputy Director, Accounts and Treasuries and Examiner of Local Fund Accounts** (Rs. 615-1100).

This post is included in the cadre of Gujarat Accounts Service, Class I, Senior Duty. According to the rules for recruitment, appointment is made by promotion of a suitable officer of class I Junior duty of the Gujarat Accounts Service with three years of experience. The post is at head of the Local Fund Accounts Department and carries statewide jurisdiction. The Director of Accounts and Treasuries has recommended a scale of Rs. 900-1400 for this post on par with that of Insurance Officer. The Commission, however, feels that in terms of proper relativity with the scale of pay recommended for Gujarat Accounts Service, Class I Junior Duty, this post should carry a pay scale of Rs. 700-40-860-EB-50-1110-55-1275.

(v) **Pay and Accounts Officer** (Rs. 370-1100)

The recruitment provisions for this post are similar to those of the Examiner of Local Fund Accounts. The Pay and Accounts Office is in charge of audit of all Heads of Department, H—48 (Vol. II)—56

Raj Bhavan, Secretariat Departments, High Court, Public Service Commission and the Legislature. The Pay and Accounts Office carries out a pre-audit of all payments and virtually functions as a miniature Accountant General's Office. The Director of Accounts and Treasuries has proposed the equation of this post with the post of Examiner. The Commission considers that in view of the heavy responsibilities of the post such an equation would be justified and accordingly recommends same pay scale of Rs. 700-40-860-EB-50-1110-55-1275 for the post of the Pay and Accounts Officer also.

(vi) **Gujarat Accounts Service, Class I Junior Duty** (Rs. 370-950)

Appointment to posts on the Gujarat Accounts Service, Class I Junior Duty is made either on promotion of officers of the Gujarat Accounts Service, Class II or by direct selection of candidates who are Chartered or Associated or Incorporated or Registered Accountants or graduates in IInd class in the ratio of 1:1. The Director of Accounts and Treasuries has proposed the scale of Rs. 375-1100 for these posts on the ground that these posts are comparable to Class I posts of administrative services and that prospects of promotions are scarce. The Commission has generally recommended a scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100 for class I posts of comparable level of responsibility in several Departments and considers that the same pay scale would be fair and adequate for this class of posts also. The opportunities of promotion available to the officers at this level appear to be inadequate and therefore if among the posts of this cadre there are any which are definitely distinguishable as carrying heavier responsibility, Government may consider putting them on the Senior Duty scale of Rs. 700-40-860-EB-50-1110-55-1275 both to serve as an incentive to officers on Junior Duty posts and to recognize and remunerate the posts of higher responsibility. The post of Director of Civil Supplies, Accounts, may perhaps merit inclusion amongst Senior Duty posts.

(vii) **Gujarat Accounts Service, Class II** (Rs. 245-735)

The posts in Gujarat Accounts Service, Class II are filled either by promotion of those eligible from the subordinate accounts service or by direct selection of candidates who are Chartered, Associated or Incorporated or Registered Accountants or graduates in Second class, in the ratio of 1:3. The Director of Accounts and Treasuries has proposed a revised scale of Rs. 350-735. However at the time of discussion with the Commission the Director suggested that these posts should carry same pay scale as may be prescribed for general Class II posts in other Departments. Some members of staff of the Department have however asked for pay scale of Rs. 570-1070. The Commission accepts the Director's proposal and recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 proposed for many class II posts in different Departments.

(viii) **Class III posts**

Effective from 1st April 1964, non-gazetted posts in the Department of Accounts and Treasuries have been grouped under 4 heads carrying rationalised pay scales as indicated below :

Group I

Senior Auditors.	}	Rs. (225-235)-245-10-305-15-395-25-420 with selection grade of Rs. 420-20-520.
Superintendents.		
Head Accountant.		
Inspector of Stores.		

Group II

Deputy Accountant.	}	Rs 185-10-245.
Noting Assistant.		
Accountant (Insurance).		
Sub-Treasury Officer.		

Group III

Assistant Superintendent.	}	Rs. 145-8-185-EB-10-215 with Selection Grade of Rs. 195-10-225.
Cashier (Headquarters).		
Stamp Head Clerk.		
Senior Clerk (Head office Treasuries).		
Junior Auditor.		
Stock Verifiers.	}	

Group IV

Comptist.	}	Rs. 91-3-130-EB-4-170.
Assistant Cashier.		
Junior Clerks.		

The posts included in Group I are supervisory posts, appointment to which is made either by direct selection of graduates with II class preferably in commerce or by promotion of suitable persons from the group II, the ratio being 1:3. Appointment to group II posts is made only by promotion of those eligible from group III. At the level of group III appointment is made either by selection from graduates preferably in commerce or by promotion from group IV in the ratio of 1:1. For group IV posts, recruitment is made by direct selection of candidates who have passed S. S. C. Examination.

The Director of Accounts and Treasuries has suggested for Group I the scale of Rs. 280-15-355-EB-20-515 on the basis of the pay scale of Superintendents (Rs. 270-575) in the Accountant General's office and the pay scale of Superintendents (Rs. 280-455) in the offices of the Director of Technical Education and the Chief Conservator of Forest. For the Group II posts, the Director has suggested the scale of Rs. 215-15-275-EB-15-320 and for Group III posts, the Director has suggested the scale of Rs. 145-8-185-10-215-EB-10-275.

The Gujarat State Accounts Service (Non-gazetted Officers) Association has recommended the following pay scales for four groups:—

Group I Rs. 350-20-450-25-575-30-725.

Group II Rs. 270-15-360-20-400-25-500.

Group III Rs. 245-15-320-20-400.

Group IV Rs. 160-5-200-8-280-12-340-15-400.

In support of the demands the Association cited heavy financial responsibilities of the different posts particularly in groups I and II and the generally inadequate promotion chances. At the lowest level looking to the recruitment qualifications and the type of work expected to be performed, the Commission considers that the same scale as applicable for Junior Clerks in other Departments may be given to all Group IV posts. At the group III level keeping in view the provision of recruitment for graduates and the opportunities of promotion to group II, a scale of Rs. 200-10-250-EB-12-310-15-340 is recommended, which would also cover existing selection grade. The Commission recommends abolition of selection grade, in view of the fact that the present selection grade confers no appreciable benefit in terms of enhanced emoluments and also because the prospects of promotion from Group III to Group II cannot be considered to be inadequate by any standards. Posts in Group II carry responsibilities of a higher order than those in Group III and it would therefore, be justified to equate them with posts of Head clerk in several Departments and accordingly the Commission recommends a scale of Rs. 250-12-310-EB-15-370 for all posts included in Group II. Posts in Group I are the highest among non-gazetted posts. Having regard to the nature of responsibility of these posts a scale of pay comparable to that of Superintendents of most Departments would be in order. The Commission recommends a scale of

Rs. 325-15-400-EB-20-500-25-525 for these posts. On a comparison of prospects of promotion from the non-gazetted to the gazetted level with other Departments, the prospects of promotion here cannot be said to be inadequate. Therefore, the selection grade in Group I is recommended to be abolished.

(ix) **Special Pays**

The post of Pay and Accounts Officer carries special pay of Rs. 75/- per month in lieu of a higher pay scale. With the revision of the scale for the post, there is no justification for continuing special pay and the Commission recommends its abolition.

Shroffs in non-banking Treasuries get a special pay of Rs. 4/- in the first year of service as shroff, Rs. 6/- for the second and third year and Rs. 10/- thereafter. The institution of this special pay is very old having been first introduced in 1941 to compensate clerks working as Shroffs who run the risk of having to refund the value of counterfeit coins unwittingly accepted by them in the course of treasury transactions. The Subordinate Accounts Service Association has demanded that Shroffs be paid special pays on the basis of the cash handled, as in the case of cashiers. The Commission has accepted in principle the linking of special pays to the amount of security to be furnished by staff required to handle cash in various departments. Consistent with the scheme for grant of special pays in such cases the Commission proposes a special pay of Rs. 10/- per month for Shroffs.

The Director has also proposed a special pay for touring staff. The Commission has not accepted the proposal for grant of special pay to touring staff since touring is inherent in the performance of duties of these posts. The general improvement in the rates of travelling allowance can be expected to ensure that touring does not entail hardship on account of Government servants having to be out of pocket.

SCHEDULE
DIRECTORATE OF ACCOUNTS AND TREASURIES

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
Rs.					
Rs.					
Gazetted					
1	Director of Accounts and Treasuries	1	1300-60-1600	1400-60-1640-80-1800	
2	Insurance Officer	1	735-40-1015-45-1150	850-50-1000-EB-55-1275	
3	Deputy Director of Accounts and Treasuries and Examiner of Local Fund Accounts	1	615-35-755-EB-40-875-45-1100	700-40-860-EB-50-1110-55-1275	
4	Pay and Accounts Officer	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100 +Special Pay of Rs. 75/-P.M.	700-40-860-EB-50-1110-55-1275	Special pay to be discontinued.
5	Accounts Officer, Class-I	3	(370-395)-420-30-570-35-710-40-750-EB-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
6	Treasury Officer, Class-I, Junior Duty	4	(370-395)-420-30-570-35-710-40-750-EB-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
7	Assistant Examiner Class-I, Junior Duty	19	(370-395)-420-30-570-35-710-40-750-EB-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
8	Accounts Officer, Class-II	9	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
9	Treasury Officer, Class-II	14	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
10	Junior Assistant Examiner	35	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
11	Assistant Insurance Officer, Class-II	1	275-25-300-30-570	350-20-450-EB-25-550-EB-30-700	

DIRECTORATE OF ACCOUNTS AND TREASURIES—*concd.*

1	2	3	4	5	6
			Rs.		
	<i>Non-Gazetted</i>				
12	Superintendent/Inspector of Stores/ Head Accountant/Senior Auditors	125	(225-235)-245-10-305-15-395-25-420, 420-20-520 (selection grade)	325-15-400-EB-20-500-25-525	Selection Grade to be abolished.
13	Deputy Accountant, Sub-Treasury Officer, Noting Assistant, Inspector of Insurance	215	185-10-245	250-12-310-EB-15-370	
14	Stenographer	3	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
15	Stamp Head Clerk, Senior Clerk, Junior Auditor, Assistant Superintendent, Cashier (H.Q.), Clerks (H.Q.), Stock Verifier	427	145-8-185-EB-10-215, 195-10-225 (selection grade)	200-10-250-EB-12-310-15-340	Selection grade to be abolished.
16	Sub-Auditor	165	145-8-185-EB-10-215	200-10-250-EB-12-310-15-340	
17	Junior Clerks, Cashier (H.Q.)	784	91-3-130-EB-4-170 [+ Special pay of Rs. (a) 5/- to 15/- for cash work (b) 4/-, 6/- or 10/- given to persons doing Shroff's work.]	130-5-155-EB-7-190-EB-8-230-10-240	
18	Naik	7	70-1-80	90-2-110	To be given special pay of Rs. 5 p.m.
19	Daftari	2	70-1-80	100-3-130	
20	Peon	320	65-1/2-70	90-2-110	
21	Attendant	102	80/- consolidated	100/- consolidated	
22	Sweeper and Hamals	1	60/- fixed	90-2-110 (if full time post)	

SECTION 2—SALES TAX DEPARTMENT

The Sales Tax Department is entrusted with the administration of (i) The Bombay Sales Tax Act, 1959, (ii) The Central Sales Tax Act, 1958 and (iii) The Bombay Motor Spirit Taxation Act, 1958. The post of the Commissioner of Sales Tax is borne on the cadre of the I.A.S.

The pay scales of categories of posts special to the Department are discussed below.

(i) **Deputy Commissioner of Sales Tax (Rs. 900-1200)**

The post of Deputy Commissioner is filled by promotion of suitable Assistant Commissioners, who have worked for not less than three years, as such. Effective from 1st September 1967, three Sales Tax Regions have been organised and three Deputy Commissioners who were formerly located at the Headquarters have now been appointed as Regional Deputy Commissioners at Ahmedabad, Rajkot and Baroda. In their Memorandum to the Pay Commission the Deputy Commissioners of Sales Tax have asked for a pay scale of Rs. 1400-50-1500-60-1800 on the ground that the duties and responsibilities of the post are of a higher order than that of the Assistant Commissioners of Income Tax and that it represents the last stage in their careers, beyond which there are no prospects of promotion. The prescribed scale of the post which was Rs. 735-30-885-35-1060 with effect from 1st October 1961 has been revised to Rs. 900-30-960-40-1200 with effect from 1st October, 1964. The Commissioner of Sales Tax has proposed a scale of Rs. 1100-40-1300-50-1400 for the posts of Deputy Commissioners. The Commission feels that with due regard to the duties and responsibilities attached to these posts and with reference to the scales of pay recommended for comparable posts in other Departments the scale of Rs. 1050-50-1100-60-1400 may be given to these posts.

(ii) **Assistant Commissioner of Sales Tax (Rs. 735-1100)**

Appointment to the post of Assistant Commissioner of Sales Tax is made by promotion from the cadre of Sales Tax Officers. The Assistant Commissioners have jurisdiction over a range comprising normally of three Revenue districts. The Assistant Commissioners exercise administrative and supervisory control over subordinate offices within their regions. They also hear appeals and conduct concurrent audit of assessment cases. Formerly, the posts carried a pay scale of Rs. 735-30-885-35-1060, which was revised to Rs. 735-30-885-EB-35-1060-40-1100 with effect from 1st October 1964. The Commissioner of Sales Tax has proposed the scale of Rs. 795-20-885-EB-35-1060-40-1100 on the basis that duties and responsibilities are more or less equivalent to that of Assistant Commissioners of Income Tax (Rs. 1100-50-1400). The Assistant Commissioners have also, in their representation to the Pay Commission sought parity with the Assistant Commissioner, Income Tax and have asked for a revised pay scale of Rs. 1100-50-1600. The non-feasibility of comparisons in the matter of pay scales between posts under the Central Government and those under the State Government has been pointed out in the earlier Chapters. The pay scales are to be determined on the basis of an appreciation of the duties and responsibilities of posts within the limits indicated by vertical and horizontal relativities. The Commission accordingly recommends the scale of Rs. 850-50-1000-EB-55-1275 for the posts of Assistant Commissioners of Sales Tax.

(iii) **Sales Tax Officers (Rs. 245-735)**

According to the recruitment provisions, the post of Sales Tax Officer is filled by promotion of a suitable Sales Tax Inspector or by direct selection of a candidate who holds a first or second class degree, preference being given to Chartered or Incorporated or Registered Accountant. The ratio of direct recruitment to promotion is 50:50. The Sales Tax Officer is in charge of administration of Sales Tax Laws normally within the territory of a Revenue District. The cadre of Sales Tax Officers formerly comprised of three grades carrying the following pay scales:—

Sales Tax Officer, Grade I.	Rs. 695-45-875 (pre-revised).
Sales Tax Officer, Grade II.	Rs. 420-25-495-30-585-EB-30-735.
Sales Tax Officer, Grade III.	Rs. 320-15-470-EB-20-570.

However, Grade I was virtually inoperative ; the other two grades have been amalgamated into a single grade and running scale viz, Rs. (245-260)-320-15-395-EB-20-495-30-585-EB-30-735 has been prescribed with effect from 1st October 1964. The Gujarat State Sales Tax Officers' Association has represented that the qualifications and duties of Sales Tax Officers are comparable to that of Income Tax Officers, Class I (Rs. 400-1250) and has proposed the scale of Rs. 450-30-600-EB-790-40-990-50-1190-75-1415. They have further pointed out that the prospects of promotion for the cadre of Sales Tax Officers are inadequate. The Commissioner of Sales Tax who has endorsed the claim for parity with Income-tax Officers has proposed a scale of Rs. 395-20-495-EB-30-585-30-785 with a selection grade carrying the scale of Rs. 675-30-735-40-895. The amalgamation of Grade II and Grade III has certainly improved the prospects of advancement of those who were in Grade III. The Department has considerable potential for expansion as evidenced by the fact that posts at all levels have been increasing from time to time. On a comparative assessment, the chances of promotion of the Sales Tax Officers are not worse than of some of the officers in Class II in other Departments. The Commission is therefore unable to agree to the demand for a selection grade. The recruitment qualification for the post is a University Degree as in the case of many other posts at Class II level. The candidates are selected through a common competitive examination held by the Public Service Commission for many such class II posts. It is, no doubt, a post belonging to a revenue service but in terms of an evaluation of duties and responsibilities these posts cannot be rated higher than several other posts for which the general Class II scale has been recommended. The fairly high start and the reduction in the length of the scale may also help in enabling the Department to obtain recruits of suitable calibre. The Commission, therefore, recommends the pay scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for the posts of Sales Tax Officers.

(iv) Sales Tax Inspectors (Rs. 180-300)

The Sales Tax Inspector mainly assists the Sales Tax Officer in assessment, verification of accounts, conduct of surveys, enquiries etc. Appointment to the post is made by nomination of a person possessing a University degree, preference being given to Commerce graduates, and by promotion from suitable clerks in the Sales Tax Department in the ratio of 60:40. Formerly, the pay scale of the post of Sales Tax Inspector was Rs. 160-8-184-EB-9-220-10-270 which has been revised to Rs. 180-10-230-EB-10-300 with a selection grade of Rs. 250-10-300-EB-15-375 for 10% of the total number of permanent posts with effect from 1st October, 1964. The Commissioner of Sales Tax has not suggested any specific revised scale but has proposed that the pay scale may be made more attractive. The Gujarat State Sales Tax (Class III non-gazetted) Staff Union has proposed the scale of Rs. 350-15-395-20-495-25-695-30-755, with a selection grade of Rs. 425-25-500-30-650-40-810 on the ground that the pay scale of comparable post of Income Tax Inspector is Rs. 210-480, and that quite a large number of persons have left the Department on account of the unattractive pay scale for the post. The Commissioner of Sales Tax has also invited the Commission's attention to the flight of personnel at the level of Sales Tax Inspectors. The Commission has generally given a starting pay of Rs. 200/- in respect of direct recruitment to non-gazetted posts for which recruitment qualification is a University Degree. In addition the post of Sales Tax Inspector is filled in by promotion of clerks whose initial recruitment qualification is S.S.C. In view of this position and with due regard to the nature of responsibilities attached to the post the Commission feels that the scale of Rs. 200-10-250-EB-12-310-EB-15-430 will be fair and adequate. Graduates in Commerce with accountancy may be given a start of Rs. 220/- in the same scale. The prospects of promotion of the Sales Tax Inspectors can be considered to have generally improved on account of the expansion of the cadre of Sales Tax Officers. However, in view of the large additions to the cadre of Sales Tax Inspectors simultaneously, no substantial improvements in the prospects would seem to have accrued. The Commission has therefore considered it necessary to retain the selection grade prescribed in 1964 and also prescribes a longer scale for the post in view of the fact that a large part of the recruitment to the cadre is direct. The selection grade recommended is Rs. 350-20-450-EB-25-500. No change in the proportion of posts in the selection grade is considered necessary.

Other categories of staff in the Commissionerate are common to several Departments and hence the Pay recommended for such posts are indicated in the accompanying schedule.

(v) Special Pays

Sales Tax Officers and Inspectors in the Enforcement Branch are granted a special pay of Rs. 30/- and Rs. 15/- p.m. respectively in view of the arduousness of the duties. The Commissioner of Sales Tax justified these special pays on the ground that the work of such officers entails greater effort to detect suppressed sales and frequently calls for longer and irregular hours of work to conduct searches and seizures. The Finance Secretary also concurred in this view. The Commission considers that retention of the special pay is justified under the circumstances and recommends the continuance at existing rates.

The post of P. A. (Legal) also carries a special pay of Rs. 30/- p.m. P. A. is an officer of the Sales Tax Officers' cadre. The Sales Tax Commissioner asked for the continuance on the ground that the P.A. assists the Commissioner in carrying out audit besides advising him on legal aspects of sales tax administration and this involves additional work and responsibility. The Commission does not consider that the nature and volume of additional responsibility to be such as to justify the special pay and accordingly recommends its abolition. The post of Office Superintendent carries a special pay of Rs. 50/- p.m. The Commissioner pointed out that the grant of special pay is historical and with the absorption of the post in the cadre of Sales Tax Inspectors the justification for the special pay has vanished. The Commission recommends the abolition of this special pay also.

SCHEDULE
SALES TAX DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Commissioner of Sales Tax	..	1 Cadre post	Rs. Cadre post	
2	Deputy Commissioner of Sales Tax	4	900-30-960-40-1200	1050-50-1100-60-1400	
3	Assistant Commissioner of Sales Tax	16	735-30-885-EB-35-1060-40-1100	850-50-1000-EB-55-1275	
4	Deputy Collector, Sales Tax Recovery	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
5	Sales Tax Officer	..	157 (245-260)-320-15-395-EB-20-495-30-585-EB-30-735 + Rs. 30/- p.m. special pay to 20 Enforcement Branch Officers and Legal P.A.	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be continued for enforcement branch; special pay to be discontinued for Legal P.A.
<i>Non-Gazetted</i>					
6	Sales Tax Inspector	..	779 180-10-230-EB-10-300 Selection Grade 250-10-300-EB-15-375 + special pay of Rs. 15/- p.m. to 82 Sales Tax Inspectors of Enforcement Branch	200-10-250-EB-12-310-EB-15-430 Selection Grade 350-20-450-EB-25-500	Special pay to be continued.
7	Superintendent	..	2 250-10-300-EB-15-375 + special pay of Rs. 50/- p.m.	200-10-250-EB-12-310-EB-15-430 Selection grade 350-20-450-EB-25-500	Special pay to be discontinued.
8	Stenographer	..	6 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
9	Avalkarkun	..	1 145-8-185-10-215	200-10-250-EB-12-310-15-340	
10	Clerks	..	726 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
11	Daftarband	..	3 70-1-85	100-3-130	
12	Naik	..	1 70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
13	Notice Server	..	33 65-1/2-70	90-2-110	
14	Peon	..	355 65-1/2-70	90-2-110	

SECTION 3—GUJARAT SALES TAX TRIBUNAL

The gazetted post of Registrar in the Gujarat Sales Tax Tribunal is filled by drawing an officer from the cadre of Sales Tax Officers. He will therefore draw the pay scale recommended for the post of Sales Tax Officer. Similarly the posts of Head Clerk and Bench Clerk are filled by drawing Sales Tax Inspectors. These posts will therefore carry the scale of pay recommended for the posts of Sales Tax Inspectors. Other office staff of the Tribunal comprises of common categories and they will draw the pay scales recommended for such categories.

SCHEDULE
GUJARAT SALES TAX TRIBUNAL

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	Registrar	.. 1	(245-260)-320-15-395-EB-20-495-30-585-EB-30-735	350-20-450-EB-25-525-30-675-EB-35-850	
	<i>Non-Gazetted</i>				
2	Head Clerk	.. 1	180-10-230-EB-10-300	200-10-250-EB-12-310-EB-15-430	
3	Bench-Clerk	.. 2	180-10-230-EB-10-300	200-10-250-EB-12-310-EB-15-430	
4	Stenographer	.. 2	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
5	Clerks	.. 4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
6	Typists	.. 4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
7	Havildar	.. 1	80-1-85	100-3-130	
8	Naik	.. 1	70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
9	Peon	.. 5	65-1/2-70	90-2-110	
10	Sweeper	.. 1	30/- p.m.	100/- consolidated (if full time post)	

SECTION 4---REGISTRAR OF FIRMS

One of the Deputy Commissioners of Sales Tax acts as an *ex-officio* Registrar of Firms. No separate pay scale is therefore required to be recommended for this post. The post of Head Clerk is filled by drawing person from the cadre of Sales Tax Inspectors. The Commission has therefore recommended the scale applicable to Sales Tax Inspectors. Other office staff comprises of Common categories and they will draw the pay scales recommended for such categories.

SCHEDULE
REGISTRAR OF FIRMS

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Registrar of Firms*		Rs.	Rs.	
<i>Non-Gazetted</i>					
2	Head Clerk-Sales Tax Inspector (Admn.)	1	180-10-230-EB-10-300	200-10-250-EB-12-310-EB-15-430	
3	Clerks	5	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
4	Clerk-cum-Typist	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
5	Peon	1	65-1/2-70	90-2-110	

*Deputy Commissioner of Sales Tax acts as *ex-officio* Registrar of Firms. No separate pay scale has, therefore, been prescribed.

SECTION 5—SMALL SAVINGS ORGANISATION

The Small Savings Officer is drawn from the cadre of Deputy Collectors and the Superintendent and the Assistant are of the Secretariat cadres. The Commission has accordingly recommended appropriate scales of pay recommended for similar categories of posts.

The Assistant Director of Small Savings has an independent office and is in charge of Small Savings work in the Ahmedabad City. He is drawn from the Deputy Collector's cadre. The Commission has therefore recommended for the post the scale recommended for Deputy Collectors. The Small Savings Supervisors are attached to the Collectorates and are drawn from the cadre of Aval Karkuns. The Commission has therefore suggested the pay scale recommended for Aval Karkuns. The other staff comprises of common categories and they will draw the pay scales recommended for such categories.

The grant of special pay for the post of Small Savings Officer shall have to be regulated under the Commission's general recommendations regarding special pays to personnel of outside cadres posted in the Secretariat.

The Assistant Director of Small Savings who belongs to Deputy Collector's cadre is being given a special pay of Rs. 50/- p.m. for the arduous nature of work. The Commission considers that continuance of special pay is not justified and accordingly recommends that it may be discontinued.

SCHEDULE

SMALL SAVINGS ORGANISATION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Small Savings Officer	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay of Rs. 150/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	
2	Assistant Director of Small Savings	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay of Rs. 50/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
<i>Non-Gazetted</i>					
3	Superintendent	1	365-20-445-EB-20-625-25-650	425-25-550-EB-30-670-EB-35-775	
4	Assistant	1	145-10-185-EB-225-15-300-20-340-EB-20-400	200-10-250-EB-15-400-EB-20-480	
5	Small Savings Supervisor	20	145-8-185	200-10-250-EB-12-310-15-340	
6	Junior Clerks	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
7	Clerk-cum-typist	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
8	Pcon	2	65-1/2-70	90-2-110	

CHAPTER VIII

GENERAL ADMINISTRATION DEPARTMENT

SECTION 1—GOVERNOR'S SECRETARIAT AND THE OFFICE OF THE COMPTROLLER OF THE HOUSEHOLD

The Governor's Secretariat attends to all the Secretarial work of the Governor including the functions which the Governor has to discharge under various provisions of the Constitution such as those relating to the Legislature, High Court, Public Service Commission and matters submitted to him by various Departments of Government. The Secretariat is also in charge of arrangement of tours and visits of the Governor, interviews and correspondence.

The main function of the Comptroller of the Household is the running of the Governor's household at the Raj Bhavan. The establishment of the Comptroller includes, besides office staff, a large number of class IV employees like cooks, butlers, tailors, malis, etc.

(i) Assistant Secretary to the Governor (Rs. 625-825)

The post of the Assistant Secretary is filled on promotion of a Superintendent from the Rajbhavan Secretariat. The Assistant Secretary is a drawings and disbursing officer and assists the Secretary in his administrative work. The Commission recommends a scale of Rs. 500-30-650-EB-35-825-EB-40-905-45-950 for the post of the Assistant Secretary.

Other posts in the Governor's Secretariat belong to the categories common to several Departments. The pay scales recommended for these posts have been indicated in the accompanying schedule.

(ii) Comptroller of the Household (Rs. 625-1095)

Having regard to the nature of duties of the post of the comptroller as the head of the Household establishment of the Governor, the Commission proposes a scale of Rs. 700-40-860-EB-50-1110-55-1275.

(iii) Assistant Comptroller of the Household (Rs. 365-650)

Appointment to the post of Assistant Comptroller is made either by selection or promotion of a Superintendent of the Secretariat. The post carries the same scale of pay as that of Superintendent with a special pay of Rs. 50/- p.m. in addition. The Comptroller has recommended a higher scale instead of special pay but the Commission favours the continuance of the present system and accordingly proposes the same scale as that of Superintendent of the Secretariat plus a special pay of Rs. 50/- p.m. for the post of the Assistant Comptroller.

Many of the other posts in the non-gazetted establishment are common to many Departments and the same pay scales have therefore been recommended. The posts of Dhobis, Cooks, Tailors, Polishers and Barbers, which at present carry fixed salaries, have been put on time scales instead. The scales of pay for other posts have been indicated in the accompanying schedule.

GOVERNOR'S SECRETARIAT

To be given special pay of Rs. 5/- p.m.

SCHEDULE
OFFICE OF THE COMPTROLLER OF THE HOUSEHOLD TO THE GOVERNOR

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Comptroller of the Household to the Governor	1	625-40-825-45-1095	700-40-860-EB-50-1110-55-1275	
2	Assistant Comptroller of the Household to the Governor	1	365-20-445-EB-20-625-25-650 + special pay of Rs. 50 p.m.	425-25-550-EB-30-670-EB-35-775	Special pay to be continued.
3	Medical Officer	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
<i>Non-Gazetted</i>					
4	Superintendent and P.A. to the Comptroller of the Governor's Household	1	365-20-445-EB-20-625-25-650	425-25-550-EB-30-670-EB-35-775	
5	Lady Housekeeper	1	165-10-265-15-280	200-10-250-EB-12-310-EB-15-400	
6	Nurse	1	165-5-185-10-245	200-10-250-EB-12-310-15-340	
7	Assistant Superintendent and Accountant	1	145-10-185-EB-225-15-300-20- 340-EB-20-400	200-10-250-EB-15-400-EB-20-480	
8	House Steward	1	145-10-185-EB-225-15-300-20- 340-EB-20-400	200-10-250-EB-15-400-EB-20-480	
9	Assistant	2	145-10-185-EB-225-15-300-20- 340-EB-20-400	200-10-250-EB-15-400-EB-20-480	
10	Clerk	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
11	Compounder	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
12	Driver	4	115-3-130	125-4-145-EB-5-165-7-200	

OFFICE OF THE COMPTROLLER OF THE HOUSEHOLD TO THE GOVERNOR—*concl.*

1	2	3	4	5	6
13	Dhobi	..	2 120/- fixed	Rs. 125-3-140-EB-4-160	
14	Khidmatgar	..	10 (i) 120-5-145 (iii) 110-3-125	(ii) 115-3-130 (iv) 85/- fixed	(i) 160-6-172-7-200 (ii) 150-5-175 (iii) 150-5-175 (iv) 100-2-110
15	Head cook	..	1 110-3-131	150-5-175	
16	Cooks	..	4 100/- fixed	100-3-130	
17	Chobdars	..	2 95-1-100	110-3-140	
18	Tailors	..	1 85/- fixed	100-3-130	
19	Polisher	..	1 85/- fixed	100-2-110	
20	Barber	..	1 75/- fixed	100-2-110	
21	Sweepers	..	5 65-1/2-70	90-2-110	
22	Cleaner	..	2 65-1/2-70	90-2-110	
23	Cook-mate	..	2 65-1/2-70	90-2-110	
24	Malis	..	4 65-1/2-70	90-2-110	
25	Ayah	..	2 65-1/2-70	90-2-110	
26	Ward Boy	..	1 65-1/2-70	90-2-110	

SECTION 2—GUJARAT PUBLIC SERVICE COMMISSION

The staff of the Public Service Commission is also largely drawn from the cadres of the Secretariat. The post of Assistant Secretary which is a promotion post for Superintendent carries a special pay of Rs. 50/- p.m. This special pay may be continued. Pay scales recommended for different posts have been indicated in the accompanying schedule.

SCHEDULE

GUJARAT PUBLIC SERVICE COMMISSION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
			Rs.	Rs.	
1	Secretary	..	1 900-40-1100-50-1200 (for officers of the secretariat service)	1100-50-1200-60-1500 (for officers of the Secretariat service)	
2	Deputy Secretary	..	1 620-35-830-EB-40-1070 (for officers of the Secretariat service)	700-40-860-EB-50-1110-55-1275 (for officers of the Secretariat service)	
3	Assistant Secretary	..	1 365-20-445-EB-20-625-25-650 + Rs. 50/-p.m. special pay	425-25-550-EB-30-670-EB-35-775	Special pay to be continued.
<i>Non-Gazetted</i>					
4	Superintendent	..	4 365-20-445-EB-20-625-25-650	425-25-550-EB-30-670-EB-35-775	
5	Assistant	..	17 145-10-185-EB-225-15-300-20-340-EB-20-400	200-10-250-EB-15-400-EB-20-480	
6	Stenographer Grade I	..	1 225-10-275-15-395-EB-15-470	325-15-400-EB-20-500-EB-25-575	
7	Stenographer Grade II	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
8	Clerk typist	..	19 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
9	Naik	..	4 70-1-75	90-2-110	To be given special pay of Rs. 5/-p.m.
10	Peons	..	8 65-1/2-70	90-2-110	

SECTION 3—BUREAU OF ECONOMICS AND STATISTICS

The principal functions of the Bureau are :—

- (a) Co-ordination of activities relating to collection and compilation of statistics and guidance in statistical matters;
- (b) Conducting inquiries of a socio-economic nature; and
- (c) Conducting statistical surveys and economic research. The Head of the Department is the Director who also functions in an *ex-officio* capacity as Economic Adviser to Government.

(i) **Director** (Rs. 1100-1350)

As discussed in the Chapter on pay scales of the Heads of Departments the Commission recommends the scale of Rs. 1300-60-1600 for the post of Director of the Bureau of Economics and Statistics.

(ii) **Deputy Director** (Rs. 370-950)

The posts of Deputy Directors are filled either by direct selection of those who hold (a) a First Class Degree or a Second Class Degree/post-graduate degree in statistics or mathematics with 5 years' academic or field experience (b) Honours degree of a foreign University or by promotion of class II officers having more than 3 years' experience. The Deputy Directors are in charge of various statistical cells and are responsible for supervision and co-ordination. The Officer on Special Duty belongs to this cadre and is in overall charge of the regional transport survey. The Gujarat Statistics Service Officers' Association has recommended a pay scale of Rs. 700-1400 for the post of Deputy Director on grounds of comparison with the scales of pay in Central Statistical Organisation and the National Sample Survey and the Reserve Bank of India. The Director has recommended a scale of Rs. 650-1200 and has also proposed a selection grade on account of paucity of promotions to higher levels. The Commission has proposed a scale of Rs.500-30-650-EB-35-825-EB-45-1050-50-1100 for class I posts of comparable status and responsibility in other Departments and considers that the same scale will be appropriate for the post of Deputy Director of Statistics also. The Director's proposal for creating a selection grade cannot be accepted in view of the fact that the prospects of promotion at these levels are conditioned by the number of higher posts which in turn has to be determined with reference to the actual requirements of the Department. The Commission considers that attaching a selection grade to career grades with a view to provide prospects of promotion is not a sound principle.

(iii) **Research Officer** (Rs. 245-735)

The posts of Research Officers are filled by direct selection and promotion in the ratio of 2 : 1. The qualification expected of direct recruits is a II class degree or post-graduate degree in statistics, mathematics, economics, commerce, etc. Promotion is available from the post of Assistant Director and Research Assistant. The Research Officers are mainly responsible for designing of surveys and inquiries, preparing card designs and chalking out tabulation programmes. The District Statistical Officers who are also on the same cadre are in charge of organising and co-ordinating statistical work at the district level. The Director has recommended a scale of Rs. 450-900 for these class II posts and has also recommended a selection grade in view of the fact that the average time taken for promotion to class I posts is about 10½ years. The Gujarat Statistics Service Officers' Association has asked for the scale of Rs. 450-950 with a selection grade of Rs. 950-1100, on comparison with scales of pay in organisation under the Central Government. Keeping in view the responsibilities both supervisory and research oriented which the incumbents of this class of posts are expected to discharge, the Commission considers that the normal class II scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 should apply to these posts also and accordingly the Commission recommends the same scale. The proposal for a selection grade cannot be agreed to.

(iv) Assistant Director (Rs. 270-530)

The post of Assistant Director represents in some cases an intermediate level of promotion for Research Assistants. The Director has described this post as an anachronism and has proposed that this post could be merged in the cadre of Research Assistant and the Commission has accepted the suggestion.

(v) Research Assistant (Rs. 180-410)

Appointment to the post of Research Assistant is made either by promotion of Statistical Assistants and Inspectors or by direct recruitment of II class graduates or post-graduates. The Research Assistants are heads of various branches and supervise the work of branches. They help in analysis and scrutiny of data and preparation of tables. The Director of the Bureau pointed out that turn-over of personnel at this level has been very heavy; nearly 20 out of 43 Research Assistants recruited between 1960 and 1966 quit their jobs. He has proposed a scale of Rs. 300-750 for the post of Research Assistant. The Association of the Non-gazetted Staff of the Directorate has however asked for a scale of Rs. 400-850. Having regard to the flight of personnel to which the Director had referred and the qualifications expected of recruits, the Commission proposes a scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550 for Research Assistants. The same scale has been recommended also for Statistical personnel of comparable level in various Departments except where with regard to the qualifications and rules of recruitment other intra-departmental equations have been adopted.

(vi) Statistical Assistant (Rs. 145-270)

The primary work of collection, compilation, scrutiny and consolidation of statistical information devolves on the Statistical Assistants. The posts are filled either on promotion of clerks, Punch Operators and Investigators or by direct recruitment of graduates in statistics, economics, commerce etc. subjects. The Director has proposed a scale of Rs. 250-650 for the post of Statistical Assistant and the Association of Non-gazetted Staff of the Department has asked for a scale of Rs. 300-700 mainly on grounds of parity with Secretariat scales. The Commission has proposed a starting salary of Rs. 200/- for graduates recruited at comparable levels. With regard to the responsibilities of this group of posts the Commission considers that the scale of Rs. 200-10-250-EB-12-310-EB-15-400 would be essentially fair. The same scale has been recommended for statistical staff of other Departments on the same horizontal level except where having regard to inter-departmental relativities and channels of promotion, the Commission has recommended different scales of pay. Posts of Inspectors which are on the same cadre carry a special pay of Rs. 20/- p.m. sanctioned in view of field duties and supervisory responsibility which these posts carry. In addition the special pay seems to have been sanctioned in lieu of the higher pay scale which these posts originally carried but was revised later to be on par with that of Statistical Assistants. The Director of the Bureau has proposed that instead of the special pay two advance increments could be granted in the scale of Statistical Assistant. The Commission is of the view that grant of advance increments as between inter-changeable posts will not be feasible administratively. The special pay may therefore be continued.

(vii) Punch Operator (Rs. 91-170)

Punch Operators are directly recruited from among the candidates who have passed S. S. C. Examination with mathematics as one of the subjects. The functions of the Punch Operators comprise of punching, verification, and coding of schedules and they are required to work on varifyers and tabulators. Investigators who are also on the same scale of pay have the same qualifications but their duties differ inasmuch as they are required to work in the field to collect data. Having regard to the educational qualification required and the routine nature of the work to be performed, equation of these posts with posts of clerks will not be unfair. The Commission accordingly proposes the same scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 for the posts of Punch Operators and Investigators.

(viii) Special Pays

The posts of Inspectors carry a special pay of Rs. 20/- p.m. over and above the scale of Statistical Assistant. As mentioned earlier the special pay is recommended to be continued. Statistical Assistant who operate IBM sorter and IBM Reproducer which are heavy machines and ICT tabulators get a special pay of Rs. 10/- p.m. The Director has suggested that the special pay should be continued. The Commission recommends that the special pays may be continued at the existing rate.

SCHEDULE

BUREAU OF ECONOMICS AND STATISTICS

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director	1	1100-1100-40-1300-50-1350	1300-60-1600	
2	Officer on Special Duty	1	900-40-1100-50/2-1200	1050-50-1100-60-1400	
3	Deputy Director	5	(370-395)-420-30-570-35-710-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
4	Research Officer	11	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
5	Statistical Officer	4	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
6	Establishment Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
7	Assistant Director	4	270-15-330-20-410-EB-20-530	250-12-310-EB-15-400-EB-20-500-25-550	
8	Research Assistant	28	180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	
9	Stenographer	2	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
10	Statistical Assistant	68	145-8-185-10-225-EB-10-255-15-270 + special pay of Rs. 10/- p.m. to those who operate IBM Sorter, IBM Reproducer and ICF Tabulators	200-10-250-EB-12-310-EB-15-400	Special pay to be continued.
11	Accountant	1	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
12	Inspector	18	145-8-185-10-225-EB-10-255-15-270 + special pay of Rs. 20/- p.m.	200-10-250-EB-12-310-EB-15-400	Special pay to be continued.

13	Librarian	..	1	145-8-185-10-225-EB-10-255-15-270	General scale	
14	Draftsman	..	2	145-4-165-EB-5-215	200-10-250-EB-12-310-15-340	
15	Senior Investigator	..	6	120-4-128-5-153-7-160	130-5-155-EB-7-190-EB-8-230-10-240	
16	Steno-typist	..	1	91-3-130-EB-4-170 + short-hand allowance	130-5-155-EB-7-190-EB-8-230-10-240	
17	Clerk-typist	..	56	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
18	Punch Operator	..	21	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
19	Investigator	..	58	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
20	Naik	..	2	70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
21	Peons	..	25	65- $\frac{1}{2}$ -70	90-2-110	
22	Watchman	..	1	65- $\frac{1}{2}$ -70	90-2-110	

SECTION 4—DIRECTORATE OF EVALUATION

The Directorate of Evaluation has been established as a follow up of the recommendations of the Working Group on evaluation in the State set up by the Planning Commission. The Directorate is in charge of conducting evaluation studies and compilation and analysis of plan progress data.

Director (Rs. 900-1200)

The Director is in overall charge of technical and administrative work of the Directorate. The Commission understands that the recruitment rules for the post of Director have not yet been framed. Consistent with the duties and responsibilities of the post the Commission recommends the scale of Rs. 1050-50-1100-60-1400, for the post of the Director.

The staff of the Directorate of Evaluation is drawn from the corresponding cadres of the Bureau of Economics and Statistics and the same pay scale will therefore hold good in the case of the staff of the Directorate of Evaluation also.

SCHEDULE
DIRECTORATE OF EVALUATION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay		Remarks
			4	5	5	6	
1		3					
	<i>Gazetted</i>						
1	Director	1	900-40-1100-50/2-1200		1050-50-1100-60-1400		
2	Deputy Director	3	(370-395)-420-30-570-35-710-40-950		500-30-650-EB-35-825-EB-45-1050-50-1100		
3	Evaluation Officer	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735		350-20-450-EB-25-525-30-675-EB-35-850		
	<i>Non-Gazetted</i>						
4	Assistant Director	1	270-15-330-20-410-EB-20-530		250-12-310-EB-15-400-EB-20-500-25-550		
5	Research Assistant	13	180-10-230-20-410		250-12-310-EB-15-400-EB-20-500-25-550		
6	Stenographer	1	180-10-280-15-340		250-12-310-EB-15-400-EB-20-460		
7	Statistical Assistant	22	145-8-185-10-225-EB-10-255-15-270		200-10-250-EB-12-310-EB-15-400		
8	Accountant	1	145-8-185-10-225-EB-10-255-15-270		200-10-250-EB-12-310-EB-15-400		
9	Senior Investigator	4	120-4-128-5-153-7-160		130-5-155-EB-7-190-EB-8-230-10-240		
10	Steno-typist	1	91-3-130-EB-4-170		130-5-155-EB-7-190-EB-8-230-10-240		
11	Clerk-typist	11	91-3-130-EB-4-170		130-5-155-EB-7-190-EB-8-230-10-240		
12	Punch Operator	3	91-3-130-EB-4-170		130-5-155-EB-7-190-EB-8-230-10-240		
13	Peons	12	65-1/2-70		90-2-110		

SECTION 5—GUJARAT DISTRICT GAZETTEERS

The District Gazetteers Organisation has been set up to undertake revision of district gazetteers in the light of latest research and historical data available. The Organisation is headed by the Chief Editor.

(i) **Chief Editor** (Rs. 1100-1800)

Consistent with principle of broad banding of posts at higher levels the Commission recommends the scale of Rs. 1300-60-1600 for the post of the Chief Editor.

(ii) **Deputy Editor** (Rs. 370-1100)

The post of Deputy Editor is filled either on promotion of Assistant Editor or by transfer of officer of the Gujarat Education Service or by direct selection. The Commission recommends a scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 for the post of the Deputy Editor.

(iii) **Assistant Editor** (Rs. 420-735)
Research Officer (Rs. 245-735)

The post of the Assistant Editor is filled either by direct selection of candidates possessing a Master's Degree in the II Class and possessing experience in the academic or research field or by promotion of the holders of the post of the Research Officer. Looking to the qualification prescribed for this post and the nature of responsibilities, the Commission feels that this post need not exist as a level of promotion for Research Officer and may therefore be integrated with the post of Research Officer. The post of Research Officer carries the responsibility of collection of information, conducting of surveys and preparation of preliminary drafts of various sections of the gazetteers. The Commission considers that the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 could be given to this post.

(iv) **Research Assistant** (Rs. 180-410)

Direct recruits to the post of Research Assistant are expected to hold a Master's degree atleast in II class or Bachelor's degree in I class. Promotion is available to this post to those holding a post not lower than that of Junior Assistant in the same office. The Research Assistants are responsible for the collection of information and providing general assistance to the Research Officer. The Commission proposes a scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550 for this post.

(v) **Junior Assistant** (Rs. 145-270)

Recruitment at this level is made by the Public Service Commission from those who hold a Bachelor's degree in various subjects. These posts are also filled on promotion of the incumbents of the clerks and typists cadre of the office. Junior Assistants are responsible for conducting field studies, tabulation of the 'data' etc. The Commission has proposed for this post the same scale as for Statistical Assistant *i.e.* Rs. 200-10-250-EB-12-310-EB-15-400.

(vi) **Copy Holder** (Rs. 91-130)

The posts of Copy Holders are on a pay scale of Rs. 91-3-130. The qualifications and responsibilities of the post are comparable to those of Proof Readers and the same scale as for Proof Readers who have, in turn, been put on the same scale as clerk, is therefore, recommended.

SCHEDULE

GUJARAT DISTRICT GAZETTEERS

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Chief Editor	..	1 1100-50-1300-60-1600-100-1800	1300-60-1600	
2	Deputy Editor	..	1 (370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
3	Assistant Editor	..	1 420-20-520-EB-25-570-30-630-35-735	350-20-450-EB-25-525-30-675-EB-35-850	
4	Research Officer	..	4 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
5	Stenographer Grade I	..	1 225-10-275-15-395-EB-15-470	325-15-400-EB-20-500-EB-25-575	
6	Head Clerk	..	1 195-10-245	250-12-310-EB-15-370	
7	Research Assistant	..	8 180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	
8	Stenographer Grade II	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
9	Junior Assistant	..	7 145-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
10	Senior Clerk	..	1 145-8-185 + special pay of Rs. 10/-p.m.	200-10-250-EB-12-310	
11	Steno-typist	..	1 91-3-130-EB-4-170 + shorthand allowance	130-5-155-EB-7-190-EB-8-230-10-240	
12	Typist	..	5 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
13	Clerk-typist	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	

GUJARAT DISTRICT GAZETTEERS—*concl'd.*

1	2	3	4	5	6
			Rs.	Rs.	
14	Proof-Reader	..	2 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
15	Junior Clerk	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
16	Copy Holder	..	2 91-3-130	130-5-155-EB-7-190-EB-8-230-10-240	
17	Naik	..	1 71-1-75	90-2-110	To be given special pay of Rs. 5/-p.m.
18	Peons	..	7 65-1/2-70	90-2-110	

SECTION 6—DIRECTORATE OF LANGUAGES

The organisation of the Director of Languages has been set up in pursuance of the Government's policy of introducing Gujarati as the official language. The Director is mainly concerned with the translation of documents and publications.

(i) **Director** (Rs. 1100-1300)

The pay scale of the Director is recommended to be Rs. 1100-50-1200-60-1500.

(ii) **Deputy Director** (Rs. 570-930)

The Commission understands that the recruitment rules for the post of Deputy Director are still to be framed. The Deputy Director is expected to assist the Director in the execution of the phased programme of change-over from English to Gujarati. The Commission proposes the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100 for the post of Deputy Director.

(iii) **Publication Officer, Research Officer and P.A. to Director** (Rs. 410-735) & (Rs. 245-735)

The Director of Languages has proposed that the post of Publication Officer, Research Officer and P. A. to the Director carry almost equal responsibilities and may therefore be grouped together with a common pay scale of Rs. 410-735. Looking to the recruitment qualification for these posts and the nature of responsibilities that devolves on them the Commission considers that the normal class II scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 would be appropriate for all these posts.

(iv) **Supervisor** (Rs. 360-480)

The posts of Supervisors are filled either on promotion of Senior Translators who have three years of experience or by selection of graduates in II Class in English, Gujarati or Sanskrit. The responsibilities of the post envisage supervision over the translation branch and checking of translation work done. The Commission proposes the scale of Rs. 350-20-450-EB-25-600 for the post.

(v) **Typewriting Instructor** (Rs. 145-185)

The typewriting Instructor is expected to train Gujarati typists and the post is filled on promotion of typists with the prescribed qualifications or by recruitment through the Public Service Commission of candidates possessing a speed of 30 words per minute in Gujarati typewriting and 5 years of experience as Gujarati typist. The Commission recommends for this post a scale of Rs. 200-10-250-EB-12-310.

(vi) **Proof Reader** (Rs. 91-170)

Having regard to the qualifications and the nature of work the Commission proposes for the post of Proof Reader the same scale as for the clerk *i.e.* Rs. 130-5-155-EB-7-190-EB-8-230-10-240.

SCHEDULE

DIRECTORATE OF LANGUAGES

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	Director of Languages	..	1 1100-1100-40-1300	1100-50-1200-60-1500	
2	Deputy Director of Languages	1	570-30-630-40-750-EB-40-830-50-930	500-30-650-EB-35-825-EB-45-1050-50-1100	
3	Publication Officer	..	1 410-15-470-20-570-EB-30-630-35-735	350-20-450-EB-25-525-30-675-EB-35-850	
4	Research Officer	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
5	P. A. to Director of Languages	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	<i>Non-Gazetted</i>				
6	Supervisor	..	4 360-20-480	350-20-450-EB-25-600	
7	Superintendent	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
8	Shorthand Instructor	..	1 225-10-275-15-395-EB-15-470	325-15-400-EB-20-500-EB-25-575	
9	Senior Translator	..	13 225-15-240-20-340	250-12-310-EB-15-400-EB-20-460	
10	Research Assistant	..	2 225-15-240-20-340	250-12-310-EB-15-400-EB-20-460	
11	Stenographer Grade II	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
12	Head Clerk	..	1 165-8-245	250-12-310-EB-15-370	
13	Librarian	..	1 145-10-225-EB-10-255-15-270	General scale	
14	Junior Translator	..	14 145-10-225-EB-10-245	200-10-250-EB-12-310-15-340	

15	Senior Clerk	..	4	145-8-185	200-10-250-EB-12-310
16	Type-writing Instructor	..	1	145-8-185	200-10-250-EB-12-310
17	Accountant	..	1	145-8-185 + special pay of Rs. 15/-p.m.	200-10-250-EB-12-310-15-340
18	Proof Reader	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
19	Junior Clerk	..	5	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
20	Typist	..	8	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
21	Naik	..	1	70-1-75	90-2-110
22	Peon	..	10	65-1/2-70	90-2-110
23	Hamal	..	1	65-1/2-70	90-2-110

To be given
special pay of
Rs. 5/-p.m.

SECTION 7—ADMINISTRATIVE TRAINING SCHOOL

The Administrative Training School has been set up to impart pre-service as well as in-service training to various categories of personnel both gazetted and non-gazetted. Staff of the Directorate of Administrative Training School is drawn on deputation from different Departments of Government and as such pay scales applicable in the respective Departments have been indicated against different posts in the accompanying schedules.

Special pays

The posts of Training Officers carry a special pay of Rs. 150/- p.m. when manned by officers of the cadre of Deputy Collectors. As discussed in the Chapter on special pays, the Commission does not consider continuance of the special pays justified. They may therefore be discontinued. The posts of Mamlatdars carry a special pay of Rs. 50/- p.m. That special pay may also be discontinued. Posts of Mahalkari and Aval Karkuns also carry special pays at the rate of Rs. 25/- p.m. One post of Aval Karkun carries a special pay of Rs. 30/- p.m. These special pays may also be discontinued.

SCHEDULE

ADMINISTRATIVE TRAINING SCHOOL

Sl. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director, Administrative Training School	..	1 Senior Time scale of the I.A.S.	No change.	
2	Training Officer	..	3 (i) 620-35-830-EB-40-1070 (for officers of the Secretariat service) (ii) (370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay of Rs. 150/-p.m. (for Deputy Collectors)	(i) 700-40-860-EB-50-1110-55-1275 (for officers of the Secretariat service) (ii) 500-30-620-EB-40-820-45-1000-EB-50-1250 (for Deputy Collectors)	Special pay to be discontinued.
3	Mamlatdar	..	9 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735 + special pay of Rs. 50/-p.m.	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
<i>Non-Gazetted</i>					
4	Office Superintendent	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
5	Stenographer Grade I	..	1 225-10-275-15-395-EB-15-470	325-15-400-EB-20-500-EB-25-575	
6	Librarian	..	1 225-15-240-20-340	General scale	
7	Mahalkari	..	6 205-10-265-15-280 + special pay of Rs. 25/-p.m.	250-12-310-EB-15-400-20-420	Special pay to be discontinued.
8	Aval Karkuns	..	15 145-8-185-10-215 (1 Aval Karkun Rs. 30/-p.m. special pay) (3 Aval Karkuns Rs. 25/p.m. special pay)	200-10-250-EB-12-310-15-340	Special pay to be discontinued.
9	Clerk	..	11 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	

SECTION 8—SPECIAL OFFICERS FOR DEPARTMENTAL ENQUIRY

The organisation for departmental enquiries, both for gazetted and non-gazetted staff, is manned by staff drawn from other Departments and as such no special recommendations are necessary in regard to their pay scales. The post of Aval Karkun carries a special pay of Rs. 30/- p.m. The special pay is recommended to be discontinued.

SCHEDULE
SPECIAL OFFICERS FOR DEPARTMENTAL ENQUIRY

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Cadre post	Recommended time scale of pay	Remarks
1	2	3	4		5	6
<i>Gazetted</i>						
1	Special Officer, Departmental Enquiries (for gazetted)	1	Cadre post			
2	Special Officer, Departmental Enquiries (for non-gazetted)	2	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
<i>Non-Gazetted</i>						
3	Stenographer Grade II	3	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460		
4	Aval Karkun	2	145-8-185 + special pay of Rs. 30/-p.m.	200-10-250-EB-12-310-15-340		Special pay to be discontinued.
5	Senior Clerk	2	145-8-185 + special pay of Rs. 30/-p.m.	200-10-250-EB-12-310		Special pay to be discontinued.
6	Clerk	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240		
7	Peon	4	65-1/2-70	90-2-110		

SECTION 9—PASSPORT OFFICE, RAJKOT

The staff of the Passport Office, Rajkot is drawn from other Departments and as such no special recommendations are necessary in regard to their pay scales.

SCHEDULE
PASSPORT OFFICE, RAJKOT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	Special Officer, Passport	..	1 (370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
	<i>Non-Gazetted</i>				
2	Aval Karkun	..	2 145-8-185	200-10-250-EB-12-310-15-340	
3	Clerk-Clerk-cum-Cashier	..	3 91-3-130-EB-4-170 + special pay of Rs. 10/-p.m. to one post	130-5-155-EB-7-190-EB-8-230-10-240	
4	Peon	..	2 65-1/2-70	90-2-110	

SECTION 10—BARODA RECORD OFFICE

The Baroda Record Office is under the administrative control of the General Administration Department and is the custodian of old Government records.

(i) **Superintendent of Records (Rs. 320-570)**

This is the only gazetted post available in the office and is filled on promotion from the post of Head Clerk. The Commission recommends the pay scale of Rs. 350-20-450-EB-25-650 for this post. All other posts are non-gazetted belonging to common categories for which pay scales recommended have been shown in the accompanying schedule.

SCHEDULE
BARODA RECORD OFFICE

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Superintendent of Record, Baroda	1	Rs. 320-10-420-15-570	Rs. 350-20-450-EB-25-650	
<i>Non-Gazetted</i>					
2	Head Clerk	1	145-8-185-10-245	200-10-250-EB-12-310-15-340	
3	Senior Clerk	1	145-8-185-10-245	200-10-250-EB-12-310-15-340	
4	Clerks	3	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
5	Daftary	1	100-3-130	125-3-140-EB-4-160	
6	Peons	3	65-1/2-70	90-2-110	
7	Night watchman	1	65-1/2-70	90-2-110	

CHAPTER IX

HOME DEPARTMENT

SECTION 1—POLICE DEPARTMENT

The police organisation is mainly concerned with the maintenance of law and order. The police force in the State is broadly divided into (i) City police force, (ii) District police force and (iii) Reserve police force. The Inspector General of Police is the Head of the Department. The Commissioner of Police is in charge of the administration of police force in Ahmedabad city. At the district levels the police force is in charge of respective District Superintendents of Police who are assisted by the Deputy or Assistant Superintendents of Police. The State Reserve Police force functions at the State level and is at present divided into eight groups each in charge of a Commandant.

The pay scales of important categories of posts in the Police Department are discussed below :—

(i) **Commandant (S. R. P.)** (Rs. 1200/- fixed)

The posts of Commandants (S.R.P.) are generally filled in by appointment of officers of Indian Police Service who draw the pay scales applicable to that Service. However, some of the non-cadre posts of Commandants are held by the officers of the State police force and such officers get either a fixed pay of Rs. 1200/- p.m. (Commandants of Groups IV and VI) or the same pay scale as applicable to I.P.S. Officers. The appointment to this post if by promotion from the State Police force, is made from amongst Adjutants or Assistant Commandants. The Commission has been informed that the pay scales of Commandants of S.R.P. groups serving in strategic areas have been fixed uniformly by the Government of India and as such the Commission does not recommend any modification of the scale of remuneration applicable to these posts. For the other posts the Inspector General of Police has recommended the same scale as for the Senior I.P.S. cadre and a special pay of Rs. 200/- in addition. The Commission is unable to accept the suggestion for parity with the time scales for Senior I.P.S. posts. Having regard to the responsibilities of the posts of Commandants and the relativities within the State Police Service the Commission recommends for these posts a scale of Rs. 850-50-1000-EB-55-1275. Since the scale of pay has been evolved specifically with reference to the duties of the post granting a special pay in addition does not arise. The same shall apply to the posts of Deputy Commandants also.

(ii) **Deputy Superintendent of Police** (Rs. 350-950)

Appointment to this post is made by nomination or by promotion in the ratio of 1:2. The basic qualification for recruitment is a University degree. Promotion is made from the posts of Police Inspector (Rs. 320-420).

The Deputy Superintendent of Police is responsible for the maintenance of law and order in the sub-division of the district in his charge.

The Inspector General of Police has recommended a pay scale of Rs. 400-1000, while the Home Department has recommended a pay scale of Rs. 370-1100 *i.e.* on par with Deputy Collectors.

The Inspector General of Police brought to the notice of the Commission certain difficulties experienced by the Department in regard to the recruitment of Deputy Superintendents of Police. He said there was a general lack of preference for entry into the police services and even among those who took the competitive examinations many opted to join the class II posts of Mamlatdars. The Commission appreciates the need for attracting recruits of high calibre at the higher levels of the State police services and considers that a further improvement in the scale of pay of the Deputy Superintendents of Police is necessary the revision of the scales in 1965 notwithstanding. Under that revision the scale was altered from Rs. 370-570 to Rs. 370-950. The demand for the

same scale as for Deputy Collectors is however not sustainable. The Commission considers that the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100 would be appropriate for the posts of Deputy Superintendents of Police.

(iii) **Police Inspectors** (Rs. 320-420 Selection grade Rs. 445-470)

Appointment to the posts of Police Inspectors is made by promotion from the cadre of Police Sub-Inspectors. The Police Inspectors are at the lowest gazetted level in the Police hierarchy and are in charge of Police stations in the city and divisions in the mofussil.

The Inspector General of Police has recommended a pay scale of Rs. 390-600 and has also proposed the abolition of the selection grade. The Inspector General of Police has also recommended that the Police Inspector (Wireless Section) who is on the scale of Rs. 330-370 should also be put on the same scale. The Home Department has supported the recommendation of the Inspector General of Police.

The Commission accepts the Inspector General of Police's recommendations in regard to the abolition of the selection grade since on a comparative assessment the prospects of promotion cannot be considered to be inadequate. The responsibilities that the Police Inspectors carry are extensive and in keeping therewith the Commission recommends the scale of Rs. 350-20-450-EB-25-600. The Commission recommends the same scale for the Police Inspector (Wireless) as proposed by the Inspector General of Police.

(iv) **Police Sub-Inspector** (Rs. 160-260)
Police Sub-Inspector (Wireless) (Rs. 205-400)

Appointment to the posts of Police Sub-Inspectors is made by nomination for which basic qualification is Intermediate examination or by promotion of Head Constables. The Police Sub-Inspectors (Wireless) are appointed by promotion from Radio Mechanic and Head Wireless Operators. The Police Sub-Inspectors are in charge of Police stations and assist the Police Inspectors. The Inspector General of Police has recommended a scale of Rs. 175-350 (Graduates to start with 2 advance increments) for these posts. The Inspector General of Police has stated that the Police Sub-Inspector is the backbone of the Department and is vested with vast powers and responsibilities and the efficiency of the Department depends to a large extent on the abilities of the Police Sub-Inspectors. The Inspector General of Police has also pointed out that there has been no proper response from suitable candidates for recruitment to these posts and the educational qualification had had to be lowered down and many unqualified and partly qualified Head Constables have had to be promoted as Police Sub-Inspectors. For the Police Sub-Inspector (Wireless) the Inspector General of Police has recommended a pay scale of Rs. 225-450 on the ground that the Police Sub-Inspector of the Wireless section deserves higher scale because the Technical Standard Committee has recommended a higher scale and also because of the technical qualifications and greater responsibility attached to the post. Besides, there are little chances of promotion in the wireless section.

The Home Department has supported the proposals.

The Commission agrees with the Inspector General of Police that the level of the Police Sub-Inspector is of crucial importance in the organisation of the executive police. The need for recruiting capable men to these posts is of vital significance to the Department. Having regard to the range of duties and the position of responsibility occupied by the Police Sub-Inspectors the Commission considers that the scale of Rs. 200-10-250-EB-12-310-EB-15-400 would be essentially fair. A higher starting salary for graduates is not considered necessary since the starting salary in the scale recommended is the same as for several posts to which graduates are recruited. For the post of Police Sub-Inspector (Wireless) the Commission considers that the points mentioned by the Inspector General of Police are valid and recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550. This longer scale is considered appropriate in the context of the limited opportunities for promotion.

(v) **Head Constable** (Grade I Rs. 125, Grade II Rs. 115, Grade III Rs. 110, Grade IV Rs. 100)

Appointment to these posts is made by nomination for which the basic qualification is S.S.C. or by promotion from Constables. By and large the appointment is made by promotion.

The Head Constable is expected to investigate cases sometimes, hold inquests and perform beat duties. The Inspector General of Police has recommended the continuance of four grades as these grades represent different levels of functions and responsibilities and serve as a sort of incentive. He has recommended Rs. 150, 140, 135 and 125 for the respective grades. The Inspector General of Police has pointed out that it takes not less than 10 years, and some time 15 years, for a Constable to get promotion as Head Constable.

The Secretary, Home Department, has stated that it would not be feasible to reduce the number of grades of the Head Constable so far as S.R.P. is concerned. However, in the case of District Police force he conceded it would be possible to reduce the existing grades into two. He recommended a scale of Rs. 160/- fixed for Grade I and Rs. 125-150 for Grade II. The Home Secretary also informed the Commission that he has had discussions with the Inspector General of Police in this regard and the Inspector General of Police was also agreeable to such an arrangement. The Commission's general approach has been to replace the existing fixed pays by suitable time scales. Accordingly, the Commission recommends for the lower two grades of Head Constables the scale of Rs. 125-3-140-EB-4-160 and for the higher grades the scale of Rs. 150-5-175.

The Head Constables on the S.R.P. are distributed over four grades carrying fixed pays of Rs. 125, 120, 110 and 100 respectively and a special pay of Rs. 10 in addition. The Inspector General of Police pointed out that in the S.R.P. the different levels represented a well-defined hierarchy of commands and it would not therefore be feasible to reduce the number of grades. The Commission accepts this view but considers that it would be worthwhile to put the different grades on time scales while still, distinguishing one grade from the other. Accordingly, the Commission recommends the following scales of pay for the different grades of Head Constables on the S.R.P. :

(i) Grades III and IV to be put on the scale of Rs. 125-3-140-EB-4-160. The pay of a Constable on promotion to Grade IV should be so fixed that he does not get less than Rs. 140 in the above scale. Head Constables Grade III shall get a special pay of Rs. 10/- p.m. in the same scale, (ii) Head Constables of Grades I and II to be put in the scale of Rs. 150-5-175. Head Constables Grade I shall get a special pay of Rs. 10/- p.m. over and above the same scale. For purposes of fixation of pay of the Head Constable of Grade III on promotion to Grade II in the scale mentioned the special pay of Rs. 10/- for Grade III may be taken into account.

(vi) **Constables (Rs. 70-80)**

The Police Constables constitute the largest contingent of the police force. They are appointed by nomination and the minimum qualification is education upto the VI Standard and a sound physique. The Inspector General of Police has recommended a scale of Rs. 100-120 for Constables. He pointed out that even the proposed scale does not compare favourably with that of the watchman in the Gujarat Refinery and the Gujarat State Fertiliser Company. He has further stated that it is necessary to attract better candidates with suitable educational qualifications and social background so that they may adapt themselves to the changed role that the present day police man has to play. He also invited the Commission's attention to the fact that on account of paucity of recruits fulfilling the prescribed physical standards relaxations have had to be made in these norms. The Home Department has also supported the Inspector General of Police's recommendations.

The Secretary, Home Department, emphasised the fact that though the Constables have to do much more arduous nature of work and run great risks at times than the peons their pay

scale is only marginally better than that of peons. He therefore recommended that the Constable should be given a better scale.

The Commission recognizes the importance of a fair deal to the policemen in keeping with their responsibility as the custodians of law and the risks they run and to instill in them high standards of integrity. In the circumstances the Commission recommends that the scale of Rs. 100-3-130 would be appropriate for the posts of police Constables.

FINGER PRINT BUREAU

The Finger Print Bureau forms a part of the Police Department and assists the Police force in the scientific detection of crimes.

(vii) **Director of Finger Print Bureau**

(Rs. 320-570 *plus* special pay of Rs. 40/- p.m. Grade I and Rs. 320-370 *plus* special pay of Rs. 30/- p.m. Grade II)

Appointment to the post of Director Grade I is made by promotion of Director Grade II and appointment of Director Grade II is made by promotion from Senior Experts.

The Director is in charge of the Finger Print Bureau. The Inspector General of Police pointed out that the Finger Print Bureau was originally staffed by the executive personnel of the rank of Police Sub-Inspector, and above but in 1927 the cadres in the Finger Print Bureau were converted from executive into ministerial levels. This has resulted in the reduction in rank and remuneration of the staff of the Finger Print Bureau. The Inspector General of Police has sought to stress the very important role that the Finger Print Bureau has to play and the exacting duties required to be performed by its personnel. He therefore recommended the following pay scales for the Directors in the two grades:—

Director Grade I	Rs. 550-900 + special pay of Rs. 75/- p.m.
Director Grade II	Rs. 450-750 + special pay of Rs. 75/- p.m.

The Home Department has supported the Inspector General of Police's proposal. At the time of discussion with the Commission the Inspector General of Police recommended the retention of the two grades with a view to keep one of the Directors on administrative side subordinate to the other. The Secretary, Home Department, has also stated that the work in the Finger Print Bureau is of a specialised nature and the personnel have no outlet for promotion outside the organisation. He suggested that the special pay may be abolished and instead better pay scales, as compared to those prescribed for posts in other Departments with similar qualification may be given to attract candidates for the posts in Finger Print Bureau.

The Commission is fully aware of the significant role the Finger Print Bureau has to play in the field of scientific crime detection and the need for a high degree of competence and expertise on the part of its personnel. The Commission is therefore of the view that the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for the Director Grade I would be entirely justified. For Director Grade II the Commission recommends the scale of Rs. 350-20-450-EB-25-600.

(viii) **Senior Expert** (Rs. 250-300 *plus* special pay of Rs. 25/- p.m.)

Appointment of Senior Experts is made by promotion from First Experts (Rs. 195-245) who have passed a selection test. The duties of the Senior Expert are to scrutinise and classify finger prints received in the Bureau. The Inspector General of Police has proposed the scale of Rs. 350-500, with a special pay of Rs. 25/- and has suggested that the lower post of First Expert

(Rs. 195-245 *plus* special pay of Rs. 15/-) should be designated as Senior Expert and given the same pay scale as Senior Expert.

The Home Department has supported the proposal but has proposed the abolition of special pay as substantial revision of the pay scale itself is proposed. The Commission considers the integration of both the levels justified and recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-460 for both the posts.

- (ix) **Second Expert** (Rs. 145-205)
Senior Searcher (Rs. 145-185)
Junior Searcher (Rs. 115-170)

The post of Junior Searcher is at the lowest level recruitment to which is made by nomination, the basic qualification being a pass in the Intermediate Examination. The other two posts represent stages of promotion.

The duties of these posts involve examination and classification of finger print impressions. The Inspector General of Police has recommended that these three categories of posts may be put on a common scale and designated as Junior Experts. The scale proposed by him is of Rs. 180-300, with a special pay of Rs. 15/- p.m. At present only the Second Expert gets a special pay of Rs. 10/- p.m. as he has to work constantly under bright and artificial light with the consequent impairment of eye sight. The Inspector General of Police also pointed out that the Searchers leave after 2 or 3 years of service scouting for better prospects.

The Home Department has supported the Inspector General of Police's proposal. However, it has not favoured the grant of special pay. The Department instead suggested grant of advance increments to second Expert.

The Commission favours amalgamation of the cadres of Senior Searchers and Second Experts in the interests of elimination of multiplicity of promotion levels which do not reflect substantial variations in responsibility. The entry level of Junior Searchers may however be kept separate since prospects of promotion to the next higher level would be good with the amalgamation of the higher cadres. Accordingly the Commission recommends the scale of Rs. 200-10-250-EB-12-310-15-340 for the posts of Second Expert and Senior Searchers and the scale of Rs. 135-5-155-EB-7-190-EB-7-230-10-250 for the posts of Junior Searchers.

- (x) **Examiner of Questioned Documents** (Rs. 280-400 *plus* special pay of Rs. 35/- p.m.)

The highest post in the Handwriting and Photographic Bureau is that of Chief Examiner of Questioned Documents in the scale of Rs. 280-400 with a special pay of Rs. 50/- p.m. It is a gazetted post to be filled in by promotion of Examiner who carries the same scale of Rs. 280-400 with the difference that special pay in his case is Rs. 35/- only.

Appointment to the post of Examiner is made by nomination or by promotion from Assistant Examiner (Rs. 125-245) the basic qualification being B. Sc. with Chemistry and Physics in I or II class. Appointment to the post of Assistant Examiner is by nomination with the same basic qualification as mentioned above.

The Inspector General of Police has recommended a scale of Rs. 550-900 *plus* special pay of Rs. 75/- p.m. for the Chief Examiner of Questioned Documents and Rs. 380-600 *plus* special pay of Rs. 35/- for Examiner of Questioned Documents and Rs. 225-400 for Assistant Examiner.

The Inspector General of Police has stressed the specialised nature of duties of this Department in support of the revision of pay scales. The Home Department has supported the Inspector General of Police's proposal but has not favoured grant of special pay.

The Home Department has also pointed out that there is difficulty of filling up the existing vacancies owing to the paucity of trained hands. The Secretary, Home Department, has also stressed the specialised nature of work of this Department and difficulty of recruitment and suggested that the personnel of this Department should get better pay scales than those in other Departments with similar qualifications.

The Commission considers that the revision of scales has essentially to be with reference to the specialised nature of work entrusted to the organisation and the need to obtain talented men to man its cadres. With this in view the Commission recommends the following scales for the different posts:—

Chief Examiner.	Rs. 350-20-450-EB-25-650.
Examiner.	Rs. 350-20-450-EB-25-600.
Assistant Examiner.	Rs. 200-10-250-EB-12-310-EB-15-400.

The other posts in the Handwriting and Finger Print Bureau include those of photographers and technical Assistants. The qualifications for all the posts is the same *viz.* S.S.C. with knowledge of photography. Direct recruitment is made at the lowest level, the next higher levels are filled on promotion except the post of Photographer where direct recruitment is also made. The Inspector General of Police has proposed a scale of Rs. 200-400 for the post of Photographer, Rs. 150-250 for the post of Assistant Photographer, and Rs. 120-200 for the posts of Junior and Senior Technical Assistants. Having regard to the qualifications expected and the nature of duties of these posts the Commission recommends the following scales of pay :

Junior Technical Assistant.	} Rs. 125-4-145-EB-5-165-7-200.
Senior Technical Assistant.	
Assistant Photographer	Rs. 175-8-215-EB-10-275.
Photographer.	Rs. 200-10-250-EB-12-310.

(xi) Administrative and Ministerial Posts

At the gazetted levels the office of the Inspector General of Police has three grades of administrative and supervisory personnel. At the lowest of these levels is the post of Office Superintendent to which promotion is made from the non-gazetted posts of Superintendents. The post of Deputy Assistant Inspector General of Police is similarly filled on promotion of the gazetted Office Superintendent. The highest post of Administrative Officer is available on promotion to the Deputy Assistant Inspector General of Police. Having regard to the relativities *inter se* and *vis-a-vis* the ministerial posts and the supervisory and administrative duties these posts carry, Commission recommends the following scales of pay:—

Office Superintendent.	Rs. 350-20-450-EB-25-650.
Deputy Assistant Inspector General of Police.	Rs. 425-25-525-EB-30-675-35-850.
Administrative Officer.	Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100.

The lower level ministerial posts have been put on par with ministerial staffs in other Departments. The Commission's specific recommendations in this regard are summarised here. As recommended by the Inspector General of Police the Commission has adopted the same scale of pay for Head Clerks of the Inspector General of Police's cadre and the district cadres. For the posts of Police Accountants the Commission has recommended the scale proposed for Accounts staff of comparable level. If a district cadre of Accountants of the Inspector General of Police's cadre were to be constituted the same scale may be made applicable to such posts also consistent with the Commission's approach in this behalf.

(xii) **Special Pay**

A large number of special pays is in vogue in the Police Department. Of these the Commission does not find any justification in the following instances:—

<i>Post</i>	<i>Present Special Pay</i>
Readers.	Rs. 30/- p.m.
Police Inspector, Motor Transport.	Rs. 50/- p.m.
Police Inspector, Launch Maintenance Officer.	Rs. 50/- p.m.
Clerk in Special Branch	Rs. 10/- p.m.

These special pays may be abolished.

In the following cases the revision of pay scales consistent with the duties and responsibilities of the respective posts rules out the continuance of special pays.

1. Grade IV and Grade II Head Constables of S.R.P.	Rs. 10/- p.m.
2. Head Clerks.	Rs. 20/- p.m.
3. Police Accountant.	Rs. 10/- p.m.
4. Head Clerks and Police Accountants, S.R.P.	Rs. 20/- p.m.
5. Director, Finger Print Bureau Grade I.	Rs. 40/- p.m.
6. Director, Finger Print Bureau Grade II.	Rs. 30/- p.m.
7. Senior Expert.	Rs. 25/- p.m.
8. First Expert.	Rs. 15/- p.m.
9. Second Expert.	Rs. 10/- p.m.
10. Chief Examiner of Questioned Documents.	Rs. 50/- p.m.
11. Examiner of Questioned Documents.	Rs. 35/- p.m.

All these special pays may also be discontinued.

Police Officers of all ranks posted in the C.I.D. get special pays at the rates indicated below:—

Deputy Superintendent of Police.	Rs. 100/- p.m.
Inspector.	Rs. 75/- p.m.
Police Sub-Inspector.	Rs. 40/- p.m.
Head Constables.	Rs. 15/- p.m.
Constables.	Rs. 10/- p.m.

These special pays have been justified by the Inspector General of Police on the ground that the personnel posted in the C.I.D. are specially selected and their work requires a high standard of skill, intelligence and tact. The Home Secretary has supported the grant of special pay. The Commission has made enquiries of the position regarding grant of special pay to C.I.D. staff in several other States and has come to know that such special pays are in vogue.

The standard of work of the staff of the C.I.D. does call for more intensive application and a higher degree of investigative abilities and the Commission therefore considers that there is clear justification for continuing the special pays for those other than the officer class. The Commission would have been reluctant to uphold the special pays to the officer class on the

same ground. But the fact that such special pays are sanctioned in several other States to the higher posts also has weighed with the Commission in recommending their retention. The Commission however considers that the existing rates of special pay are high and may be reduced except in the case of Constables and Head Constables. Accordingly, the following rates of special pay are recommended:—

Deputy Superintendent of Police.	Rs. 75/- p.m.
Police Inspector.	Rs. 50/- p.m.
Police Sub-Inspector.	Rs. 30/- p.m.
Head Constable.	Rs. 15/- p.m.
Constable.	Rs. 10/- p.m.

The 'D' staff of the Railway Police gets special pays at the following rates:—

Police Inspector.	Rs. 30/- p.m.
Police Sub-Inspector.	Rs. 20/- p.m.
Head Constable.	Rs. 5/- p.m.
Police Constable.	Rs. 3/- p.m.

The Department has recommended the continuance of the special pays on the ground that the 'D' staff on Railways has statewide jurisdiction and has to discharge duties of a specialised and arduous nature. The Department has also pointed out that the 'D' staff has to travel at odd hours and is put to unforeseen expenses while on duty both of which deserve compensation by way of special pay. The Commission has given careful consideration to the justification for special pay provided by the Department; but is not convinced that the grounds made out are sufficient to warrant special pays. The degree of arduousness involved in the discharge of responsibilities is not such as to deserve any additional compensation in the form of a special pay. The Commission therefore recommends that the special pays may be discontinued.

The following rates of special pay are in force in the L.I.B. :—

Sub-Inspector.	Rs. 10/- p.m.
Head Constable.	Rs. 5/- p.m.
Constable.	Rs. 3/- p.m.

The special pays have been justified by the Department on the same grounds as apply to the C.I.D. The Department has stated that the duties of the L.I.B. entail considerable arduousness and carry heavy responsibilities. The Commission considers the continuance of special pays justified and recommends that the existing rates of special pays may remain in force.

Police Inspectors, Sub-Inspectors, Head Constables and Constables of the protective branch draw special pays at Rs. 25, Rs. 10, Rs. 10 and Rs. 5 respectively. The staff is responsible for the security of V.I.Ps. The Commission considers that their duties in this regard are of a distinguishably arduous nature and merit special pays. The special pays may therefore continue at existing rates with the modification that the rate of special pay for Head Constables may be Rs. 7/- p.m.

Staff of the Police Training Colleges get the following special pays:—

	Junagadh. Rs.	Baroda. Rs.
Vice Principal.	75	50
Police Inspector.	50	35
Police Sub-Inspector.	30	20
Head Constable.	7	10
Police Prosecutor.	50	35

The Inspector General of Police has justified these special pays on the ground that the officers have to put in additional effort in preparing lessons and imparting instructions to trainees. The Commission has already recommended abolition of special pays to training staff and teaching staff at the Administrative Training School. The work of imparting instructions cannot be considered to be more arduous or of a higher level of responsibility. The Commission accordingly recommends the abolition of all these special pays.

The following categories of staff also get special pays:—

Assistant Commandants & Adjutants.	Rs. 50
Battalion Commander.	Rs. 50
Company Commander.	Rs. 20
Head Constable.	Rs. 10

These special pays have been justified on the ground that the S.R.P. groups are organised on the lines of regular military formations and therefore entail conditions of strenuous living and arduous work.

The Commission considers that the continuance of special pay is justified and recommends that special pays at existing rates may remain except in the case of Head Constables for whom separate scales of pay and special pays to Grade I and III have been recommended.

Members of the executive police working as Storekeeper, Head Constables and Assistant Storekeeper get a special pays of Rs. 10/- and Rs. 5/- respectively in view of their having to do accounts and clerical work relating to maintenance of stores. They are also required to furnish security forms. The existing special pays may continue.

Police Constables, Head Constables working as drivers or driver mechanics are granted a special pay of Rs. 15/- p.m. Looking to the scale of pay recommended for drivers the Commission feels that these special pays may continue and recommends that the special pay may be admissible at a uniform rate of Rs. 20/- p.m.

The Inspector General of Police has proposed in addition grant of special pays to personnel working in the research centre on the ground that the work required special skill and intelligence. He has also sought special pays for the Superintendents of Police, Ahmedabad City on the ground that the Superintendent is constantly to move around in the city. Special pay to the Legal Adviser to the Inspector General of Police has also been recommended on the ground that the work is of a responsible nature. The Commission is unable to accept any of these proposals for grant of special pay.

SCHEDULE

POLICE DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
			Rs.	Rs.	
1	Inspector General of Police ..	1	(i) 2500-125-3000(IP) (ii) 2500-125/2-2750(IPS)		
2	Commissioner of Police ..	1	(i) 2300-50-2500 (IP) (ii) 1600-100-1800-(IPS) + special pay of Rs. 150/- p.m.		
3	Deputy Inspector General of Police	6	(i) 1950-50-2150 (ii) 1600-100-1800		
4	District Superintendent of Police	16	(i) 400-400-450-30-600-35-670 EB-35-950 (Junior Scale)		
	(a) Assistant Superintendents of Police	32	(ii) 740-40-1100-50/2-1250-50-1300 (Senior scale)		
	(b) District Superintendents of Police or Officers of equivalent rank in other branches of Police Department		(iii) 1400 (Selection grade) Special pay at Rs. 150/- p.m. to 10 District Superintendents of Police and at Rs. 100/- p.m. to 2 Principals.		
5	Commandants, S.R.P.F. Groups—				
	(a) If I.P.S. Officers are posted as Assistant Commandants		For Commandants Groups IV and VI fixed pay of Rs. 1200/-	Rs. 1200/- p.m.	
	(b) Deputy Commandants and Commandants (If I.P.S. Officer)	12	(i) 400-400-450-30-600-35-670- EB-35-950 (Junior scale) (ii) 740-40-1100-50/2-1250-50-1300 (Senior Scale) (iii) 1400 (Selection grade) special pay of Rs. 200/- p.m. to non I.P.S. Officers and Rs. 150/- p.m. to I.P.S. Officers posted as Commandants or Deputy Commandants	850-50-1000-EB-55-1275 850-50-1000-EB-55-1275	

6	Deputy Director, Civil Defence Organisation					(Commandants & Deputy Commandants) 850-50-1000-EB-55-1275	
7	Special Officer, Gram Rakshak Dal					(Commandants & Deputy Commandants) 850-50-1000-EB-55-1275	
8	Administrative Officer to Inspector General of Police	1	585-25-710-30-800-35-835			500-30-650-EB-35-825-EB-45-1050-50-1100	
9	Deputy Assistant Inspector General of Police	1	490-20-570-25-620			425-25-525-EB-30-675-35-850	
10	Legal Adviser to Inspector General of Police	1	360-390-420-30-570-EB-35-780-45-825			600-35-775-EB-40-975 (Selection Grade for Police Prosecutor)	
11	Police Prosecutor (Selection Grade)	7	360-390-420-30-570-EB-35-780-45-825			600-35-775-EB-40-975 (Selection Grade for Police Prosecutor)	
12	Deputy Superintendents of Police	114	350-370-400-30-610-EB-30-670-35-810-EB-35-950 + special pay of Rs.—			500-30-650-EB-35-825-EB-45-1050-50-1100	Special pay to be continued to those in C.I.D. at Rs. 75 p. m. and to the Adjutants and Assistant Commandants at Rs. 50/- p.m. Special pay to Vice Principals to be abolished.
13	Adjutants and Assistant Commandants		(a) 100/- p.m. to 14 posts (C.I.D.) (b) 50/- p.m. to 36 posts (Adjutants and Commandants)				
			(c) 75/- p.m. to 1 post Vice Principal				
			(d) 50/- p.m. to 1 post Vice Principal				
14	Deputy Superintendent of Police, Wireless	2	350-370-400-30-610-EB-30-670-35-810-EB-35-950			500-30-650-EB-35-825-EB-45-1050-50-1100	
15	Deputy Superintendent of Police, Motor Transport	1	350-370-400-30-610-EB-30-670-35-810-EB-35-950			500-30-650-EB-35-825-EB-45-1050-50-1100	
16	Police Inspector, Wireless						
17	Head Wireless Mechanic	10	330-10-370			350-20-450-EB-25-600	

POLICE DEPARTMENT—Contd.

1	2	3	4	5	6
18	Police Inspectors	232	320-10-420 (470 Selection Grade) (445 Selection Grade) Special pay of Rs. — (a) 75/- p.m. to 33 posts (C.I.D.) (b) 50/- p.m. to 4 posts (P.T.S., Junagadh) (c) 35/- p.m. to 7 posts (P.T.S., Baroda) (d) 30/- p.m. to 1 post (Railway) (e) 25/- p.m. to 3 posts (Protection Branch) (f) 20/- p.m. to 38 posts (S.R.P.F.)	Rs. 350-20-450-EB-25-600	Selection grade to be abolished. Special pay to be continued at (a) Rs. 50/- p.m. (For C.I.D.) (e) Rs. 25/- p.m. (For Protection Branch) (f) Rs. 20/- p.m. (For S.R.P.F.) Special pay to be abolished in the case of (b), (c) and (d). Special pay to be discontinued.
19	Police Inspector, Motor Transport	1	320-10-420 + special pay of Rs. 50/- p.m.	350-20-450-EB-25-600	Special pay to be discontinued.
20	Police Inspector, Foreman	2	320-10-420	350-20-450-EB-25-600	Special pay to be discontinued.
21	Police Inspector, Launch Maintenance Officer	1	320-10-420 + special pay of Rs. 50/- p.m.	350-20-450-EB-25-600	Special pay to be discontinued.
22	Director, Finger Print Bureau, Grade-I	1	(320-345)-370-20-570 + special pay of Rs. 40/- p.m.	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
23	Director, Finger Print Bureau, Grade-II	1	320-10-370 + special pay of Rs. 30/- p.m.	350-20-450-EB-25-600	Special pay to be discontinued.
24	Office Superintendent	1	285-15-405-EB-15-435-20-515	350-20-450-EB-25-650	Special pay to be discontinued.
25	Chief State Examiner of Questioned Documents	1	280-10-340-15-400 + special pay of Rs. 50/- p.m.	350-20-450-EB-25-650	Special pay to be discontinued.
26	Public Relations Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
27	Police Prosecutor (Ordinary)	129	280-300-10-320-15-365-EB-15-470-EB-20-570 + special pay of (a) Rs. 50/- p.m. to 5 posts (b) Rs. 35/- p.m. to 9 posts	350-20-450-EB-25-550-EB-30-700	Special pay to be discontinued.

28	G.M.S. Officer, Grade-II	..	6	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
<i>Non-Gazetted</i>						
29	Office Superintendent	..	4	275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525	
30	Police Wireless Sub-Inspector (Engineering)	..	8	205-10-255-15-285-20/2-305-30/2-365-35-400	250-12-310-EB-15-400-EB-20-500-25-550	
31	Police Wireless Sub-Inspector (Traffic)	..	6	205-10-255-15-285-20/2-305-30/2-365-35-400	250-12-310-EB-15-400-EB-20-500-25-550	
32	Head Clerk (I.G.P.'s cadre)	..	31	195-10-245-15-320 + special pay of Rs. 20/- p.m. 9 posts	250-12-310-EB-15-370	Special pay to be discontinued
33	Head Clerk (District cadre)	..	19	145-8-185-10-205 + special pay of Rs. 20/- p.m.	250-12-310-EB-15-370	Special pay to be discontinued.
34	Radio Mechanic	..	21	195-5-245 + class pay ranging from Rs. 15 to Rs. 40/- p.m.	250-12-310-EB-15-370	
35	Head Wireless Operator	..	90	195-5-245	250-12-310-EB-15-370	
36	Stenographer, Grade-I	..	1	225-10-315-15-375-EB-15-450-20-470 + special pay of Rs. 50/- p.m.	325-15-400-EB-20-500-EB-25-575	Special pay to be discontinued.
37	Stenographer, Grade-II	..	21	180-10-280-15-340 + special pay of Rs. 30/- p.m. to 1 stenographer and Rs. 20/- p.m. to another stenographer	250-12-310-EB-15-400-EB-20-460	Special pay to be discontinued.
38	Police Sub-Inspector	..	1188	160-5-230-10-260 + special pay of Rs. (a) 40/- to 143 posts (C.I.D. & L.I.B.) (b) 10/- to 4 posts (Protection Branch) (c) 20/- to 4 posts (Railway) (d) 30/- to 5 posts (P.T.S., Junagadh) (e) 20/- to 17 posts (P.T.S., Baroda) (f) 20/- to 114 posts (S.R.P.F.)	200-10-250-EB-12-310-EB-15-400	Special pay to be continued at— (a) Rs. 30/- to those in C.I.D. and Rs. 10/- to those in L.I.B. (b) Rs. 10/- to those in Protection Branch (f) Rs. 20/- to those in S.R.P.F. Special pay to be discontinued in case of (c), (d) and (e).

POLICE DEPARTMENT—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
39	Police Accountants	.. 28	145-8-185-10-195 + special pay of Rs. 10/- p.m. to 19 posts (b) 20/- p.m. to 9 posts	200-10-250-EB-12-310-15-340	Special pay to be discontinued.
40	Senior Clerk	.. 197	145-8-185	200-10-250-EB-12-310	
41	Senior Clerk-cum-Steno	.. 12	145-8-185 + shorthand allowance ranging from Rs. 15/- to Rs. 40/- p.m. depending on speed	200-10-250-EB-12-310	
42	Electrician (Wireman)	.. 14	145-5-160 (+ class pay of Rs. 15/-, 25/-, 35/- p.m.)	175-8-215-EB-10-275	
43	Wireless Operator	.. 689	125-5-145 (+ class pay of Rs. 17/-, 25/- and 40/- p.m.)	160-6-172-7-200	
44	Junior Clerk	.. 525	91-3-130-EB-4-170 (+ special pay of Rs. 10/- p.m. to 1 person)	130-5-155-EB-7-190- EB-8-230-10-240	
45	Head Constables	.. 7209	(i) 125 Grade-I + special pay of Rs. 15/- p.m. to 306 posts (ii) 115 Grade-II + special pay of Rs. 10/- p.m. to 20 posts (iii) 110 Grade-III + special pay of Rs. 5/- p.m. to 238 posts (iv) 100 Grade-IV + special pay of Rs. 7/- p.m. to 22 posts	150-5-175 125-3-140-EB-4-160	Head Constables Grade-I and III in S.R.P. to be given special pay of Rs. 10/- p.m. Special pay to be continued to Head Constables working as Storekeepers at Rs. 10/-p.m. and at Rs. 5/- p.m. to those working as Assistant Storekeepers Head Constables in C.I.D. to be given special pay of Rs. 15/- p.m. those in L.I.B. to be given special pay of Rs. 5/- p. m. those in Protection Branch to be given special pay of Rs. 7/- p.m. and those working as Drivers/Driver-mechanic to be given special pay of Rs. 20/- p.m. Special pay to be discontinued to those in 'D' staff on Railways.

46	Police Constables (Writer, Unarmed and Armed)	28325	70-1-80 + special pay of Rs.— (a) 10/- p.m. to 68 posts (b) 3/- p.m. to 217 posts (c) 15/- p.m. to 645 posts (d) 5/- p.m. to 21 posts	100-3-130	Police Constables in C.I.D. to be given special pay of Rs. 10/- p.m., those in L.I.B. to be given special pay of Rs. 3/- p.m., those in the Protection Branch to be given special pay of Rs. 5/- p.m. Police Constables Drivers/Driver-mechanic to be given special pay of Rs. 20/- p.m. Special pay to be continued at existing rates to those working as Storekeeper or Assistant Storekeeper. Special pay to be discontinued to those on 'D' staff on railway.
47	Police Sub-Inspector	..	Motor Transport Section 14 160-5-230-EB-15-260	200-10-250-EB-12-310-EB-15-400	
48	Head Constable, Driver Mechanic, Grade-III	included in Sr. No. 45	110/- fixed	125-3-140-EB-4-160	
49	Head Constable, Driver Mechanic, Grade-IV	included in Sr. No. 45	100/- fixed	125-3-140-EB-4-160	
50	Motor Vehicle Fitter, Class-I	..	135-3-150-5-160	175-8-215-EB-10-275	
51	Motor Vehicle Fitter, Class-II	13	105-5/2-130	125-4-145-EB-5-165-7-200	
52	Motor Vehicle Fitter, Class-III..	18	75-3-105	110-3-140	
53	Electrician Class-II, Motor Vehicle Supervisor (I Grade HC)	10	105-5/2-130	125-4-145-EB-5-165-7-200	
54	Boxing Instructor	..	Police Training School 1 250/- fixed (old scale)	250-12-310-EB-15-400-EB-20-460	
55	Company Commander (Armed PSI)	included in Sr. No. 38	..	..
56	Platoon Commander (I Grade Head Constable)	125/- fixed (+special pay of Rs. 10/-p.m. to 270 persons)		150-5-175	Special pay to be given as recomm- ended in S.No. 45.
57	Havaldar Major (II Grade Head Constable)	120/- fixed (+special pay of Rs. 10/- p.m. to 90 persons)		150-5-175	
58	Havaldar (III Grade Head Constable)	2070 110/- fixed (+special pay of Rs. 10/-p.m. to 900 persons.)		125-3-140-EB-4-160	
59	Naik (IV Grade Head Constable)	100/- fixed (+special pay of Rs. 10/- p.m. to 810 persons.)		125-3-140-EB-4-160	

POLICE DEPARTMENT—Contd.

1	2	3	4	5	6
				Rs.	
			Hospital Staff		
60	G. M. S. Officer Class III	..	6 160-6-190-8-230-EB-8-310-EB-30-370	250-12-310-EB-15-400-EB-20-480	
61	Nurses	..	15 125-5-145	160-6-190-EB-7-225	
62	Compounder	..	13 91-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
			Finger Print Bureau		
63	Senior Expert	..	1 250-10-300 + special pay of Rs. 25/-p.m.	250-12-310-EB-15-400-EB-20-460	Special pay to be discontinued.
64	First Expert	..	3 195-10-245 + special pay of Rs. 15/-p.m.	250-12-310-EB-15-400-EB-20-460	Special pay to be discontinued.
65	Second Expert	..	5 145-8-185-10-205 + special pay of Rs. 10/-p.m.	200-10-250-EB-12-310-15-340	Special pay to be discontinued.
66	Senior Searcher	..	9 145-8-185	200-10-250-EB-12-310-15-340	
67	Junior Searcher	..	14 115-3-130-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
			Handwriting and Photographic Bureau		
68	Examiner of Questioned Documents	..	1 280-10-340-15-400 + special pay of Rs. 35/-p.m.	350-20-450-EB-30-600	Special pay to be discontinued.
69	Assistant Examiner of Questioned Documents	..	7 185-6-245	200-10-250-EB-12-310-EB-15-400	
70	Photographer	..	3 145-5-190	200-10-250-EB-12-310	
71	Assistant Photographer	..	4 120-5-145	175-8-215-EB-10-275	
72	Senior Technical Assistant	..	5 115-5/2-135	125-4-145-EB-5-165-7-200	
73	Junior Technical Assistant	..	3 95-2-119-3-125	125-4-145-EB-5-165-7-200	
			Motor Transport		
74	Captain A.L. M. O. (Police Sub-Inspector)	..	1 145-8-185-10-245	200-10-250-EB-12-310-EB-15-400	

75	Police Sub-Inspector A.L.M.O.	1	145-160-5-230-EB-15-260	200-10-250-EB-12-310-EB-15-400	
76	Engine Driver Jamadar ..	1	145-4-195	175-8-215-EB-10-275	
77	Launch Driver ..	3	145-4-235	175-8-215-EB-10-255-12-315-EB-15-345	
78	Launch Driver (Class II) ..	7	145-4-235	175-8-215-EB-10-255-12-315-EB-15-345	
79	Dingi Driver ..	3 (i) 145-8-185 2 (ii) 105-5-130		175-8-215-EB-10-275 125-4-145-EB-5-165-7-200	
80	Shorthand Reporter ..	15	145-5-170-6-200-EB-6-218-8-274 + proficiency allowance of Rs. 20/-p.m.	250-12-310-EB-15-400-EB-20-460	Provided the incumbents possess requisite speed in shorthand and typewriting
81	Head Mechanic ..	1	145-8-225	175-8-215-EB-10-255-12-315-EB-15-345	
82	Turner Class I ..	2	145-5/2-165	175-8-215-EB-10-275	
83	Painter Class I ..	3	135-3-150-5-160	175-8-215-EB-10-275	
84	Storekeeper ..	2	135-3-150-5-160	160-7-188-EB-9-215-10-265	
85	Carpenter Class I ..	2	135-3-150-5-160	175-8-215-EB-10-275	
86	Welder-cum-Fitter Class I ..	1	135-3-150-5-160	175-8-215-EB-10-275	
87	Electrician Class I ..	2	135-3-150-5-160	175-8-215-EB-10-275	
88	Blacksmith ..	2	135-3-150-5-160	175-8-215-EB-10-275	
89	Engine Fitter Class I ..	1	135-3-150-5-160	175-8-215-EB-10-275	
90	(i) Assistant Drill Instructor ..	(i) 125/- (ii) 115/- (iii) 100/- 115/-		150-5-175 125-3-140-EB-4-160 150-5-175	
	(ii) Law Instructor (Unarmed Head Constable)				
	(iii) Head Constable Armourer	100/-		125-3-140-EB-4-160	

POLICE DEPARTMENT—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
91	Photo Recordkeeper	..	3 125-5-145	160-6-172-7-200	
92	Engine Driver Grade II	..	1 120-3-150	160-6-190-EB-7-225	
93	Sarang (qualified Driver)	..	5 115-3-130	125-4-145-EB-5-165-7-200	
94	Tandel	..	1 115-3-130	125-4-145-EB-5-165-7-200	
95	Engine Driver Grade III	..	1 105-5-120-5-130	125-4-145-EB-5-165-7-200	
96	Assistant Engine Driver	..	1 105-5-120-5-130	125-4-145-EB-5-165-7-200	
97	Painter Class II	..	3 105-5/2-130	125-4-145-EB-5-165-7-200	
98	Carpenter Class II	..	5 105-5/2-130	125-4-145-EB-5-165-7-200	
99	Assistant Welder Class II	..	3 105-5/2-130	125-4-145-EB-5-165-7-200	
100	Tinsmith	..	3 105-5/2-130	125-4-145-EB-5-165-7-200	
101	Vulcanizer Class II	..	1 105-5/2-130	125-4-145-EB-5-165-7-200	
102	Upholsterer Class II	..	1 105-5/2-130	125-4-145-EB-5-165-7-200	
103	Bench Fitter Class I	..	1 105-5/2-130	125-4-145-EB-5-165-7-200	
104	Engine Fitter Class II	..	1 105-5/2-130	125-4-145-EB-5-165-7-200	
105	Assistant Turner Class III	..	1 95-5/2-120	125-4-145-EB-5-165-7-200	
106	Oil man	..	2 85-2-105	110-3-140	
107	Assistant Upholsterer	..	1 75-3-105	110-3-140	
108	Greaser Class III	..	1 75-3-105	110-3-140	
109	Carpenter Class III	..	2 75-3-105	110-3-140	

110	Armed Police Constable Armourer	..included in Sr. No. 46	70-1-80	100-3-130
111	Cleaner	.. 31	65-1-75	90-2-110
112	Helper	.. 1	65-1-75	90-2-110
113	Head Cook	.. 99	90, 100, 70-1-75	100-3-130
114	Assistant Cook	.. 248	75, 65-1/2-70	100-2-110
115	Daftary	.. 1	75-1-85	100-3-130
116	Naik	.. 3	70-1-80, 70-1-75	90-2-110
117	Jamadar Sweeper	.. 3	70/-fixed	90-2-110
118	Darji	.. 5	70, 65-1/2-70, 70-1-75	90-2-110
119	Cobblers	.. 7	70-1-75	90-2-110
120	Peons	.. 241	65-1/2-70	90-2-110
121	Mess servant	.. 212	65, 65-1/2-70 70/fixed	90-2-110
122	Dhobi	.. 108	65/-fixed	90-2-110
123	Sweeper	.. 222	60/-fixed, 65-1/2-70	90-2-110
124	Mali	.. 2	80/-fixed	90-2-110
125	Cook	.. 7	75/-fixed	90-2-110
126	Canteen Boy	.. 1	70/-fixed	90-2-110
127	Bootmaker	.. 1	70/-fixed	90-2-110
128	Cookmate	.. 4	70/-fixed	90-2-110
129	Mochi	.. 63	65-1/2-70, 70-1-75, 35- $\frac{1}{2}$ -40 (unrevised)	90-2-110
130	Waterman	.. 36	65-1/2-70	90-2-110
131	Bellow Boy	.. 6	65-1/2-70, 60/-fixed	90-2-110

To be given special
pay of Rs. 5/-p.m.

POLICE DEPARTMENT—Contd.

1	2	3	4	5	6
132	Ward Boy	..	30 65-1/2-70	Rs. 90-2-110	
133	Syce	..	25 65, 65-1/2-70	90-2-110	
134	Chokidar	..	1 65/-	90-2-110	
135	Khalasi	..	13 65-1/2-70	90-2-110	
136	Canteen Boy	..	1 65-1/2-70	90-2-110	
137	Male Sweeper (Kahar)	..	3 65-1/2-70	90-2-110	
138	Dispensary Servant	..	5 65-1/2-70	90-2-110	
139	Barber	..	78 60/-fixed	90-2-110	

SECTION 2—ANTI-CORRUPTION BUREAU

Under the Anti-corruption Bureau are executive and ministerial posts corresponding to those in the Inspector General of Police's office at the Headquarters, the Deputy Inspector General of Police's office's at the regions and the Deputy Superintendent of Police's office at the district levels. The pay scales recommended for corresponding categories of posts would therefore be admissible to the posts under the Anti-corruption Bureau also and no separate consideration in regard to the pay scales of the posts under the Anti-corruption Bureau is necessary. The pay scales recommended have been indicated in the departmental schedule.

The Director, Anti-corruption Bureau has proposed that the police officers and men under the Anti-corruption Bureau may be given a higher rate of special pay than the corresponding posts in the Criminal Investigation Department in view of the fact that the enquiries of the Anti-corruption Bureau are most often directed against Government servants and the colleagues of the officers of the Anti-corruption Bureau and this makes the nature of work unpleasant and unattractive. The Home Secretary has concurred in this view and has recommended a higher rate of special pay for the Anti-corruption Bureau staff. The Commission is of the view that whereas the work of the staff in the Criminal Investigation Department and the Anti-corruption Bureau is on the whole distinguishable from that of the normal police force any attempt to identify *inter se* differences between these two organisations is not warranted. The Commission therefore recommends that the same rate of special pay may be admissible to both the Anti-corruption Bureau and Criminal Investigation Department staff.

Besides the reasons that are relevant in the context of the special pays for the executive staff are not necessarily valid in the case of the ministerial staff.

For ministerial posts under the Anti-corruption Bureau the pay scales recommended have been evolved after taking into consideration the nature of duties in the Bureau. The Commission therefore considers that the special pays attached to the ministerial posts under the Anti-corruption Bureau may be abolished.

SCHEDULE
ANTI-CORRUPTION BUREAU

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director of Anti-corruption Bureau	1	Cadre post	Cadre post	
2	Deputy Superintendent of Police	4	(350-370)-400-30-610-EB-30-670-35-810-EB-35-950 (<i>plus</i> special pay of Rs. 100/-p.m.)	500-30-650-EB-35-825-EB-45-1050-50-1100	Special pay to be continued at Rs. 75/-p.m.
3	Police Inspectors	10	320-10-420 (<i>plus</i> special pay of Rs. 75/-p.m.)	350-20-450-EB-25-600	Special pay to be continued at Rs. 50/-p.m.
4	Legal Adviser (Police Prosecutor)	1	300-10-320-15-365-EB-15-470-EB-20-570	350-20-450-EB-25-550-EB-30-700	
<i>Non-Gazetted</i>					
5	Head Clerk	1	195-10-245-15-320 (<i>plus</i> special pay of Rs. 18/-p.m.)	250-12-310-EB-15-370	Special pay to be discontinued.
6	Radio Mechanic	1	195-5-245	250-12-310-EB-15-370	
7	Stenographer	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
8	Police Sub-Inspector	30	160-5-230-EB-15-260 (<i>plus</i> special pay of Rs. 45/-p.m.)	200-10-250-EB-12-310-EB-15-400	Special pay to be continued at Rs. 30/-p.m.
9	Senior Clerk	7	145-8-185 (<i>plus</i> special pay of Rs. 15/-p.m.)	200-10-250-EB-12-310	Special pay to be discontinued.
10	Head Constables	27	(i) 125/-, 115/- (<i>plus</i> special pay of Rs. 15/-p.m.) (ii) 100/- (<i>plus</i> special pay of Rs. 15/-p.m.)	150-5-175 } 125-3-140-EB-4-160 }	Special pay to be given at Rs. 15/-p.m.

11	Junior Clerks	..	9	91-3-130-EB-4-170 (<i>plus</i> special pay of Rs. 15/-p.m.)	130-5-155-EB-7-190-EB-8-230-10-240	Special pay to be discontinued.
12	Police Constable	..	62	70-1-80	100-3-130	Special pay to be given at Rs. 10/-p.m.
13	Driver (Police Constable)	..	1	70-1-80	100-3-130	
14	Peons	..	13	65-1/2-70	90-2-110	

SECTION 3—HOME GUARDS ORGANISATION

Initially the aim of the organisation was to assist the Police in the maintenance of Law and Order. The members of the Home Guards (who are trained in firefighting, rescue work, first aid, social welfare) man the essential services in times of emergency, civil defence, etc. The Commandant General who renders honorary services is the Head of the organisation, controlling and countersigning authority and in him rest the general supervision and control of the organisation.

(i) P. A. to Commandant General (Rs. 250-370)

The post is filled by promotion of the Head clerk. He supervises the office and attends to administrative work at the Head quarters level. The Commission recommends for this post the scale of Rs. 325-15-400-EB-20-500-25-525.

(ii) Assistant Supervisor & Assistant to Quartermaster (Rs. 135-205)

Appointment to these posts is made by promotion of clerks. The duties of the posts consist in the issue, checking and maintenance of stores registers. The Commission considers the scale of Rs. 200-10-250-EB-12-310 as adequate for the post.

(iii) Instructors (Rs. 195-245)

The Instructors impart training to Home Guards. These posts are filled on nomination of those who hold S. S. C. and have knowledge of drill etc. The Commission recommends for this post the scale of Rs. 250-12-310-EB-15-370.

(iv) Special Pay

The special pay of Rs. 10/- p.m. to Head Constable (Armourer) may continue at the same rate.

SCHEDULE
HOME GUARDS ORGANISATION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Accounts Officer	1	245-260-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
2	P.A. to Commandant General	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
3	Instructors	8	195-10-245	250-12-310-EB-15-370	
4	Stenographer, Grade-II	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
5	Head Clerk	21	(i) 165-8-245 (ii) 145-8-185-10-205	250-12-310-EB-15-370 200-10-250-EB-12-310-15-340	
6	Assistant Supervisor	2	135-5-185-10-205	200-10-250-EB-12-310	
7	Assistant to Quarter Master	1	135-5-185-10-205	200-10-250-EB-12-310	
8	Accountant	1	125-5-165	200-10-250-EB-12-310	
9	Junior Clerk	21	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
10	Clerk-typist	8	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
11	Steno-typist	1	100-3-130-EB-4-170 (+ Rs. 15/- p.m. shorthand allowance)	130-5-155-EB-7-190-EB-8-230-10-240	
12	Head Constable Armourer	1	115/- fixed (+ special pay of Rs. 10/- p.m.)	150-5-175	Special pay to be continued.
13	Police Constable Armourer	1	70-1-80	100-3-130	

HOME GUARDS ORGANISATION—*Concl'd.*

1	2	3	4	5	6
14	Police Constable Driver	..	4 70-1-80 (+ special pay of Rs. 20/- p.m.)	Rs. 100-3-130	Special pay to be continued.
15	Police Constable Cleaner	..	2 70-1-80 (+ special pay of Rs. 2/- p.m.)	100-3-130	Special pay to be continued.
16	Wireless Mechanic	..	1 150/- fixed	160-6-172-7-200	
17	Peons	..	42 65-1/2-70	90-2-110	
18	Watchman	..	2 65-1/2-70	90-2-110	
19	Sweeper	..	1 65-1/2-70	90-2-110	
20	Hamal	..	1 65-1/2-70	90-2-110	

SECTION 4—JAIL DEPARTMENT

The Prisons Department came into existence with the enactment of the Prisons Act, 1894. The main function of the Department is to detain prisoners committed to jails. The Department also administers schemes for reformation of prisoners aimed at their eventual rehabilitation in society. The post of Inspector General of Prisons who is the Head of Department, is borne on the I.A.S. cadre.

(i) Superintendent of Central Prisons (Rs. 840-1100)

Appointment to the post of Superintendent of Central Prisons is made by promotion from the Deputy Superintendents. His duties relate to Superintending the Jail administration and maintenance of discipline amongst the prisoners.

The Inspector General of Prisons has suggested that the post may be equated with that of District Superintendent of Police. The Secretary, Home Department, invited the Commission's attention to the fact that the Superintendent Central Prison has a large prisoner population to look after and his personal attention is therefore continuously required to be focussed on various problems arising therefrom. His work is therefore not less arduous than or much different from the work of a District Superintendent of Police who may not, in fact have a continuous problem on hand. The Secretary, therefore, endorsed the Inspector General of Prisons' proposal. The Commission considers the problem of handling of a convict population and the environmental factors that impinge on the life of the officers and staff administering jails deserve to be given due weightage in the matter of determining the scales of pay of such staffs. The equation with the posts in the police administration cannot therefore be considered unjustified. In the circumstances the Commission recommends for the post of Superintendent of Central Prisons the scale of Rs. 1050-50-1100-60-1400.

(ii) Deputy Superintendent, Central Prisons (Rs. 550-825)

Appointment to the posts of Deputy Superintendents is made by direct selection of those who possess an Honours degree and a diploma in sociology or by promotion from the cadre of Superintendent of District Prisons. The Deputy Superintendent assists the Superintendent in Jail administration.

The Inspector General of Prisons has recommended that the post may be equated with that of Deputy Superintendent of Police. The Secretary has endorsed the proposal. The Commission agrees with the view and recommends the same scale as for Deputy Superintendent of Police.

(iii) Superintendent of District Prisons (Rs. 470-570)

The posts of Superintendents are filled by promotion of Jailors Grade I. The Superintendent is in overall control of district prisons. The Inspector General has proposed that these posts may be in class II with a starting pay of Rs. 500/-.

The Secretary, Home Department, has agreed with the Inspector General of Prisons' proposal to put these posts in class II. The Commission accepts the Secretary's view and recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for these posts. The Secretary has recommended that the post of Superintendent, Special Prison should be put on par with that of Deputy Superintendent of Central Prison in view of the fact that the convict population of the special prison consists of hardened criminals. The Commission considers that the equation is not entirely justified. However, having regard to the special problem engendered by the management of such a prison the Commission recommends a special pay of Rs. 75/- p.m. for the post of Superintendent Special Prison at Bhuj.

(iv) Jailor Grade I (Rs. 340-460)

Appointment of Jailors Grade I is made by direct selection of 2nd class graduates or by promotion of Factory Managers. The Jailor is responsible for the safe custody of prisoners and maintenance of discipline inside the prison.

The Inspector General of Prisons has suggested the scale of Rs. 410-550. The Home Secretary has recommended that the Jailor being in overall charge of the Jail and the factory manager occupying a subordinate position there should be a suitable differential in the scales of pay of both the posts. The fact that the Factory Manager is eligible for promotion as Jailor is also relevant to this context. Keeping this in view and the nature of duties of the post of Jailor the Commission recommends the scale of Rs. 350-20-450-EB-25-650. The same shall apply to the post of Principal Jail Guards Training School also.

(v) Factory Manager (Rs. 340-460)

Appointment to the post of Factory Manager is made by promotion from Jailor Grade II. His duties relate to management of the Jail Factory. The Inspector General of Prisons has suggested the same scale as recommended for Jailor Grade I. Having regard to the relativity between this post and the post of Jailor Grade I the Commission recommends the scale of Rs. 325-15-400-EB-20-500-EB-25-575.

(vi) Jailor Grade II (Rs. 165-270)

The posts at this level are filled by direct selection from amongst candidates who are graduates of a recognised University. A Jailor Grade II is responsible for the safe custody of prisoners and is also required to assist the Superintendent in the management of prison. The Inspector General of Prisons has proposed for this post a scale of Rs. 195-320. The Commission recommends for this post the scale of Rs. 200-10-250-EB-12-310-EB-15-400 having regard to the direct recruitment and the nature of work and responsibility broadly comparable to that of Police Sub-Inspectors.

(vii) Jail Guards

The following eight categories are included in the hierarchy of Jail Guards :—

	Rs.
1. Subedar.	120-135.
2. Jamadar.	105-110.
3. Quarter Master Havildar.	100/- fixed.
4. Havildar.	85/- fixed.
5. Lance Havildar.	83/- fixed.
6. Naik.	80/- fixed.
7. Lance Naik.	77/- fixed.
8. Sepoy.	70-75.

The posts of Sepoys are filled by direct selection of those who have passed the IV Standard (vernacular). The remaining categories of posts are filled by promotion from the lower cadres. The duties of Jail Guards relate to maintenance of discipline among the prisoners.

The Inspector General of Prisons has compared these staff with the cadre of the Police Department and has suggested four groups with the following pay scales :

	Rs.
1. Subedar.	145-160.
2. Jamadar Quartermaster. Havildar.	130-135 .
3. Havildar, Lance Havildar.	105/-
4. Naik. Lance Naik Sepoy	87-92.

The Secretary, Home Department, has supported the proposal made by the Inspector General of Prisons. The Secretary also supported the Inspector General's proposal that the staff may be equated with the corresponding levels of the Police force. The Commission considers such equation reasonable and has recommended the following scales for these posts.

	Rs.
1. Subedar.	150-5-175.
2. Jamadar Quarter Master, Havildar.	125-3-140-EB-4-160.
3. Havildar Lance Havildar.	110-3-140.
4. Naik Sepoy Lance Naik	100-3-130.

(ix) Special Pay

A special pay of Rs. 50/- p.m. is given to two Jailors Grade I in the two Central Prisons, because they are in charge of considerable administrative work in those Jails. The executive duties for a Jailor in the Central Prisons are also more onerous because he has to command Guarding staff and the number of convicts to look after is large. With the revision of the scale of Jailor the Commission does not consider the continuance of special pay justified. It may therefore be abolished.

Nursing Orderlies are granted special pay of Rs. 7/- p.m. for additional work of nursing. They get special training of three months in the matter of nursing. The Commission recommends the continuance of this special pay at Rs. 10/- p.m.

Tractor Drivers are jail guards who drive the tractor in addition to their normal duties. A special pay of Rs. 15/- p.m. has been sanctioned for this purpose. This special pay may also continue at the existing rate.

SCHEDULE

JAIL DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Inspector General of Prisons	.. 1	Cadre post	Cadre post	
2	Superintendent of Central Prisons	.. 2	840-40-920-45-1100	1050-50-1100-60-1400	
3	Deputy Superintendent of Central Prisons	.. 1	550-30-640-35-745-40-825	500-30-650-EB-35-825-EB-45-1050-50-1100	
4	Superintendent of District Prisons (inclusive of Superintendent of Special Prisons)	.. 7	470-20-570	350-20-450-EB-25-525-30-675-EB-35-850	Special pay of Rs. 75/-p.m. to be given to Superintendent Special Prison, Bhuj.
5	Personal Assistant to Inspector General of Prisons	.. 1	300-10-320-15-470-20-570	350-20-450-EB-25-550-EB-30-700	
6	Superintendent of Jail Industries	.. 1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
7	Jailor Grade I	.. 2	340-10-370-15-460 (+ special pay of Rs. 50/-p.m.)	350-20-450-EB-25-650	Special pay to be discontinued.
8	Principal, Jail Guards' Training School	.. 1	340-10-370-15-460	350-20-450-EB-25-650	
9	Factory Manager	.. 2	340-10-370-15-460	325-15-400-EB-20-500-EB-25-575	
10	Special Assistant	.. 1	340-10-370-15-460	350-20-450-EB-25-650	

11	Senior Auditor	..	1	225-10-235-10-245-10-305-15-395-25-420	325-15-400-EB-20-500-25-525	
12	Heads of Branches and Stewards and Accountant	..	5	195-10-245	250-12-310-EB-15-370	
13	Stenographer Grade II	..	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
14	Weaving Assistant (Inspector General of Prisons)	..	1	180-5-185-6-215	200-10-250-EB-12-310-15-340	
15	Welfare Officer	..	3	165-8-245-10/2-255-15/2-270	200-10-250-EB-12-310-EB-15-400	
16	Head Clerks	..	7	165-8-245	250-12-310-EB-15-370	
17	Carpentry Instructor	..	1	165-8-245	175-8-215-EB-10-255-12-315-EB-15-345	
18	Senior Tailor Master	..	2	165-8-245	175-8-215-EB-10-255-12-315-EB-15-345	
19	Jailor Grade II	..	38	165-8-245-10/2-255-15/2-270	200-10-250-EB-12-310-EB-15-400	
20	Gujarat Medical Service Class III	..	8	160-6-190-8-230-EB-8-310-EB-20-370 + special pay of Rs. 40/-p.m. to 2 posts and special pay of Rs. 35/-p.m. to 6 posts)	250-12-310-EB-15-400-EB-20-480	Special pay to be discontinued.
21	Weaving Assistant (Jails)	..	4	145-4-181-6-205	175-8-215-EB-10-275	
22	Senior Clerk	..	18	145-8-185	200-10-250-EB-12-310-15-340 (for Junior Auditor)	
23	Storekeeper				200-10-250-EB-12-310 (for others)	
24	Junior Auditor					
25	Junior Tailor Master	..	1	128-4-160	160-6-190-EB-7-225	
26	Agriculture Officer	..	1	125-5-145-8-185-10-245	200-10-250-EB-12-310-15-340	
27	Carpentry Instructor	..	3	120-5-145-7-180	175-8-215-EB-10-275	
28	Subedar	..	2	120-3-135	150-5-175	
29	Leather Instructor	..	1	117-4-145	160-6-172-7-200	
30	Field Kamagar	..	2	106-3-130	125-4-145-EB-5-165-7-200	

JAIL DEPARTMENT—Concl'd.

1	2	3	4	5	6
			Rs.	Rs.	
31	Junior Tailor Master	..	1 106-3-130	125-4-145-EB-5-165-7-200	
32	Jamadar	..	11 105-1-110	125-3-140-EB-4-160	
33	Compounder	..	9 100-3-130-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
34	Quarter Master Havildar	..	8 100/-fixed	125-3-140-EB-4-160	
35	Junior Clerk	..	53 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
36	Typist	..	2 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
37	Havildar	..	13 85/-fixed	110-3-140	
38	Lance Havildar	..	10 83/-fixed	110-3-140	
39	Lance Naik	..	113 77/-fixed	100-3-130	
40	Laundry Instructor	..	1 75-2-105	110-3-140	
41	Mistry	..	1 75-3-105	110-3-140	
42	Matron	..	4 75-1-85	110-3-140	
43	Music Teacher	..	1 70-3-100-4-140-5-150	120-3-135-EB-4-155-5-180-EB-6-210	
44	Teacher	..	3 75-1-78-2-92-EB-2-120	125-3-140-EB-4-160	
45	Sepoy	..	245 70-1/2-75	100-3-130	
46	Nursing Orderlies	..	15 70-1/2-75 + special pay of Rs. 7/-p.m.	100-2-110	To be given special pay of Rs. 10/-p.m.
47	Tractor Driver	..	1 70-1/2-75 + special pay of Rs. 15/-p.m.	100-2-110	Special pay to be continued.
48	Naik	..	38 (i) 80/-fixed (ii) 70-1-80	100-3-130 90-2-110	To be given special pay of Rs. 5/-p.m.
49	Peon	..	3 65-1/2-70	90-2-110	
50	Sweeper	..	21 65-1/2-70	90-2-110	
51	Chowkidar	..	1 65-1/2-70	90-2-110	

SECTION 5—DIRECTORATE OF INFORMATION

The activities of this organisation fall broadly under four heads viz. (i) Information, (ii) Tourism, (iii) Examination of Books and Publications and (iv) Rural Broad-casting. The Director of Information has recommended to the Commission that the recommendations of the Wage Board for working journalists should be taken as relevant to the determination of pay scales of the posts in his Department. The Secretary, Home Department, did not agree with it. The Commission is firmly of the opinion that drawing comparisons with the scales of remuneration of journalists employed in the Newspaper industry would be valid only if the basic differences in the organisation, functioning, approach and responsibility as between a Government Information agency and a newspaper or journal are to be ignored. What is more such a comparison is no more pertinent than a comparison between the pay scales of employees in the Government and the non-Government sectors.

(i) **Director** (Rs. 1100-1300) (Rs. 1600-2000 personal to the present incumbent)

As discussed in the Chapter on the scales of pay of Heads of Departments the Commission recommends for the post of Director the scale of Rs. 1300-60-1600.

(ii) **Deputy Director** (Rs. 570-930)

The post is filled either (i) by direct selection of an Honours graduate having knowledge of Radio, Film, Poster and other field publicity media, seven years' experience of journalism and 5 years' experience of tourism, administration or production of films or (ii) by promotion of Assistant Directors. The Deputy Directors, who have a Statewide jurisdiction, assist the Director in administrative functions, establishment matters, management of the Central Secretariat Library etc. One Deputy Director is in exclusive charge of Tourism. A revised scale of Rs. 900-1440 has been recommended by the Director, keeping in view the position of the journalist in private sector and the recommendation of the Wage Board in this respect. The Secretary, Home Department, has recommended a general class I scale for this post.

The Commission considers that the normal class I scale recommended for posts of comparable level in many Departments would be justified in the case of Deputy Directors of Information in view of the qualifications prescribed for the posts and the internal relativities within the Department.

The Commission accordingly recommends for these posts the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250. The same scale has been recommended for the posts of Editor (Panchayati Raj) and Officer-in-charge Information Centre, New Delhi as proposed by the Home Department.

(iii) Assistant Director, Information Assistant Production, Officer Editor, Nagrik Samrakshan	}	(Rs. 245-735)
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These posts are filled either by (i) direct selection of graduates with 5 years experience in journalism/Administration/field publicity/news editing or (ii) by promotion from Assistant Examiner of Books and Publication, Superintendents or from the posts of Sub-Editor, Senior Translator etc. The post of Editor is filled by direct selection only. The Assistant Directors are in charge of administration, news selection, publicity etc. The Assistant Production Officer looks after editorial productions and administrative work of the Government publications. The Editor is in charge of the monthly magazine "Civil Defence". The Assistant Directors are eligible for promotion as Deputy Directors. The Director has recommended a scale of Rs. 420-825 for Assistant Production Officer and the Editor, while for the posts of Assistant Directors, two scales have been recommended viz. (i) Rs. 570-1100 and (ii) Rs. 420-825. The reason advanced for upward revision is that pay scales for journalists outside Government are more attractive. The Director has also pointed out that there is difficulty of promotion from class II to class I on the

journalistic side. There are 25 class II posts, against which the class I posts available for promotion were only two. He therefore proposed that if 2 posts of senior Assistant Directors in the selection grade are created in between Deputy Director and Assistant Director, the position could improve. This suggestion of the Director is, however, not supported by the Secretary. The Secretary has recommended a general class II scale for such posts. The Commission has generally not favoured the creation of selection grade at gazetted levels and does not find any departure from that stand necessary in the instant case. The number of posts of Deputy Directors has also increased to 5 and can be said to have bettered the prospects of promotion of the cadre of Assistant Directors. As for the pay scales of these posts, the Home Secretary's suggestion is fair and the Commission accepts it and recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for these posts.

(iv) **Manager, Information Centre** (Rs. 395-570), **Information Officer** (Rs. 300-570),
Departmental Liaison Officer (Rs. 300-570)

The Director of Information has grouped these posts together with some posts of Assistant Directors to be put on an intermediate level between Assistant Directors and Deputy Directors. However, looking to the nature and volume of responsibility that these posts carry, the Commission does not consider any such arrangement sound. For these posts the Commission recommends the scale of Rs. 350-20-450-EB-25-550-EB-30-700.

(v) **Movie Cameraman** (Rs. 420/- fixed)

The post of Movie Cameraman is filled (i) by direct selection of those who have experience as independent motion picture cameramen or (ii) by promotion from the post of Assistant Cameraman. He is in charge of filming of news reels and documentaries. The Director has recommended a scale of Rs. 570-1100 for this post. The Commission feels that having regard to the nature of work expected of the Cameraman, the scale of Rs. 350-20-450-EB-25-600 would be fair and adequate.

(vi) **Assistant Examiner of Books and Publications** (Rs. 360-480)

The posts are filled by (i) direct selection of 2nd class graduates with proficiency in Gujarati or (ii) by promotion from Sub-editor. He is in charge of the "Examination of Books and Publication" section. For 2 posts, two different pay scales are recommended by the Director viz. (i) Rs. 420-825 and (ii) Rs. 370-635. Consistent with the qualifications and the nature of duties of this post the Commission recommends the scale of Rs. 350-20-450-EB-25-600.

(vii) **Senior Sub-Editor** (Rs. 270-425)

These posts are filled either on promotion of Sub-editors and Information Assistants or by direct recruitment of Honours degree holders with diploma in journalism and 5 years of experience. The Senior-Sub-Editors are in charge of casual publications. The Director has proposed for these posts a scale of Rs. 370-635. The Commission considers that the scale of Rs. 325-15-400-EB-20-500-EB-25-575 would be appropriate to these posts in keeping with the internal relativities and accordingly recommends that scale. The Director has equated the post of Manager, Information Centre with these posts. The Commission considers that a slightly better scale would be justified for the post of Manager and accordingly recommends the scale of Rs. 350-20-450-EB-25-600.

(viii) **Sub-Editor** (Rs. 195-260), **Information Assistant** (Rs. 195-265)

The posts of Sub-editor and Information Assistant carry identical recruitment qualifications and fit into the same promotion channels. The level of responsibility of the posts does not also vary appreciably. The Commission recommends for these posts the scale of Rs. 250-12-310-EB-15-370.

(ix) District Information Officer (Rs. 195-245)

These posts are filled either by direct selection of graduates with 3 years' experience in journalism and field publicity work or by promotion of Assistant District Information Officers. They arrange meetings and film shows etc. in the district and are eligible for promotion to class II posts. The promotion prospects at this level are stated to be fairly good. The Director has proposed for these posts a scale of Rs. 280-530. The Commission suggests the scale of Rs. 250-12-310-EB-15-370. For the posts of Assistant District Information Officers for which the qualification is S.S.C. and experience of two years in journalism and field publicity the Commission recommends the scale of Rs. 160-7-188-EB-9-215-10-265.

(x) Operators [(i) Rs. 140/- fixed (ii) Rs. 125-170]

Posts at this level are filled either by direct recruitment of those who have passed the Cinema projection course and have a year's experience or on promotion of Drivers. The Operators are required to operate Cine-projectors. The Commission recommends the scale of Rs. 160-7-188-EB-9-215-10-265.

(xi) Special Pay

The Director drew the Commission's attention to the fact that the senior most Deputy Director, Deputy Director (News) and the Assistant Director working in the News section have often to work overtime. He, therefore, recommended grant of a special pay upto 20% of pay. The Director also recommended the same special pay for persons working in Bombay and Delhi. The Secretary has recommended the special pay in respect of the Asst of Assistant Director (News) on the ground of arduous duties. In addition, he suggested some special pay could reasonably be given to those Assistant Directors, who work at Delhi and Bombay for the reason that they are posted away from their home State and have to look after the education of the children and consequently have to incur more expenditure than others posted in their own State. The Secretary, however, did not support the proposal of the Director for grant of special pay to the senior Deputy Director and the Deputy Director (News) as he is not in favour of granting the special pay at that level of officers. The Commission considers that grant of special pay to those posted at Delhi or Bombay would be justified and recommends that the class II officers posted either at Delhi or Bombay may be given special pay of Rs. 75/- p.m. The Commission does not favour the grant of any special pay to officers on the ground that they are required to work beyond normal hours of duty.

SCHEDULE

DIRECTORATE OF INFORMATION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	Director of Information ..	1	1100-50-1300 (1600-2000 personal to the present incumbent)	1300-60-1600	
2	Deputy Director of Information	5	570-30-630-40-750EB40-830-50-930	500-30-620-EB-40-820-45-1000-EB-50-1250	
3	Editor, Panchayati Raj ..	1	570-30-630-40-750EB-40-830-50-930	500-30-620-EB-40-820-45-1000-EB-50-1250	
4	Divisional Engineer ..	1	570-30-630-40-750-EB-40-830-50-930	700-40-860-EB-50-1110-55-1275	
5	Officer-in-charge, Gujarat Information Centre, New Delhi	1	570-30-630-40-750-EB-40-830-50-930	500-30-620-EB-40-820-45-1000-EB-50-1250	
6	Assistant Engineer ..	3	470-20-570-EB-30-630-35-735	450-25-550-EB-30-670-35-845-EB-40-925	
7	Manager, Information Centre ..	1	395-20-495-25-570	350-20-450-EB-25-550-EB-30-700	
8	Advertisement Manager ..	1	320-15-470	350-20-450-EB-25-600	
9	Information Officer ..	1	300-10-320-15-470-20-570	350-20-450-EB-25-550-EB-30-700	
10	Departmental Liaison Officer ..	2	300-10-320-15-470-20-570	350-20-450-EB-25-550-EB-30-700	
11	Assistant Production Officer ..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
12	Assistant Director of Information	16	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	Assistant Director posted at Delhi and Bombay to be given special pay of Rs. 75 p.m.
13	Editor, Nagrik Samrakshan ..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

14	Accounts Officer	..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
15	Information Officer, New Delhi		1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
16	Store Officer	..	1	270-20-410	325-15-400-EB-20-500-25-525	
	<i>Non-Gazetted</i>					
17	Movie Cameraman	..	1	420/- fixed	350-20-450-EB-25-600	
18	Assistant Examiner of Books and Publications		2	360-20-480	350-20-450-EB-25-600	
19	Manager, Information Centre	..	2	320-10-430-15-520	350-20-450-EB-25-600	
20	Senior Sub-Editor	..	6	270-15-285-20-425	325-15-400-EB-20-500-EB-25-575	
21	Technical Assistant	..	7	270-20-410	250-12-310-EB-15-400-EB-20-500-25-550	Direct recruits who are engineering graduates to start at Rs. 286/-.
22	Film Editor	..	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
23	Superintendent	..	5	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
24	Reporter	..	1	250-10-300	250-12-310-EB-15-400-EB-20-460	
25	Talex Reporter	..	1	250-10-300	250-12-310-EB-15-400-EB-20-460	
26	Receptionist-cum-Superintendent		1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
27	Stenographer, Grade I	..	2	225-10-275-15-395-15-470	325-15-400-EB-20-500-EB-25-575	
28	Stenographer, Grade II	..	3	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
29	Senior Librarian	..	2	225-15-240-20-340	General scale for Librarian.	
30	District Information Officer	..	15	195-10-245	250-12-310-EB-15-370	

DIRECTORATE OF INFORMATION—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
				General scale for Librarian.	
31	Librarian	..	1 145-8-185		
32	Tourist Officer	..	1 230-10-290	250-12-310-EB-15-400-20-420	
33	Senior Translator	..	3 225-15-240-20-340	250-12-310-EB-15-400-EB-20-460	
34	Photographer	..	1 220-10-300	200-10-250-EB-12-310-EB-15-400	
35	Sub-Editor	..	7 195-10-245-15-260	250-12-310-EB-15-370	
36	Information Assistant	..	3 195-8-225-10-265	250-12-310-EB-15-370	
37	Receptionist	..	2 195-10-245	250-12-310-EB-15-370	
38	Supervisor	..	17 195-10-265-15-340	250-12-310-EB-15-400-EB-20-460	
39	Assistant Cameraman	..	1 215/- fixed	250-12-310-EB-15-370	
40	Assistant Superintendent	..	3 165-8-245	250-12-310-EB-15-370	
41	Accountant	..	7 165-8-245	250-12-310-EB-15-370	
42	Senior Accounts Clerk	..	4 145-8-185-10-215	200-10-250-EB-12-310-15-340	
43	Accountant-cum-Storekeeper	..	1 145-8-185	200-10-250-EB-12-310	
44	Senior Clerk	..	16 145-8-185	200-10-250-EB-12-310	
45	Senior Storekeeper	..	2 (i) 145-8-185 (ii) 145-10-225-10-255-15-270	200-10-250-EB-12-310 200-10-250-EB-12-310-EB-15-400	
46	Junior Translator	..	11 145-10-225-EB-10-245	200-10-250-EB-12-310-15-340	
47	Translator	..	1 145-10-245	200-10-250-EB-12-310-15-340	

48	Draftsman	..	1	145-4-165-EB-5-215	200-10-250-EB-12-310-15-340
49	Regional Language Assistant	..	1	145-8-185	200-10-250-EB-12-310
50	Ficof Reader	..	3	145-8-185	200-10-250-EB-12-310
51	Artist	..	2	145-5-245	200-10-250-EB-12-310
52	Operator-cum-Supervisor	..	1	145-5-205	200-10-250-EB-12-310
53	Operator	..	20	(i) 140/- fixed (ii) 125-5-170	160-7-188-EB-9-215-10-265
54	Talex Operator	..	2	145-8-185	175-8-215-EB-10-275
55	Assistant District Information Officer	..	4	125-5-130-10-190	160-7-188-EB-9-215-10-265
56	Auto Expert	..	1	125-5-130-10-190	175-8-215-EB-10-275
57	Assistant Photographer	..	1	125-7-160	175-8-215-EB-10-275
58	Lecturer in charge	..	5	125-3-146-5-190	175-8-215-EB-10-275
59	Junior Storekeeper	..	5	(i) 120-5-180 (ii) 91-3-130-4-150	160-7-188-EB-9-215-10-265 130-5-155-EB-7-190-EB-8-230-10-240
60	Electrician	..	1	120-3-150-EB-3-165	160-7-188-EB-9-215-10-265
61	Driver-cum-Mechanic	..	5	105-4-145-5-160	130-5-155-EB-7-190-EB-8-230-10-240
62	Mechanic	..	15	105-3-108-4-180	160-7-188-EB-9-215-10-265
63	Film Joiner	..	5	100-3-145	125-4-145-EB-5-165-7-200
64	General Assistant	..	16	100-3-130	125-4-145-EB-5-165-7-200
65	Mechanical Assistant	..	4	100-3-130	125-4-145-EB-5-165-7-200
66	Camera Attendant	..	3	97-2-105-3-120	125-4-145-EB-5-165-7-200
67	Despatch Rider	..	4	95-3-110	125-3-140-EB-4-160

DIRECTORATE OF INFORMATION—*concd.*

1	2	3	4	5	6
			Rs.	Rs.	
68	Addrema Embosser	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
69	Clerk	..	30 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
70	Junior Clerk	..	10 91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
71	Clerk-typist	..	29 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
72	Typist	..	14 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
73	Receptionist-cum-Clerk	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
74	Driver	..	40 95-2-115-3-130	125-4-145-EB-5-165-7-200	
75	Cashier	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
76	Head Packer	..	1 80-2-100-3-103-4-115	125-3-140-EB-4-160	
77	Addrema Operator	..	1 80-2-100-3-103-4-115	125-3-140-EB-4-160	
78	Daftari	..	1 75-1-85	100-3-130	
79	Shelf Attendant	..	1 75-1-85	100-3-130	
80	Filer	..	1 70-1-80	100-2-110	
81	Naik	..	2 70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
82	Cleaner	..	3 65-1/2-70	90-2-110	
83	Cleaner-cum-peon	..	19 65-1/2-70	90-2-110	
84	Packer	..	6 65-1/2-70	90-2-110	
85	Peon-cum-packer	..	1 65-1/2-70	90-2-110	

86	Peon	..	68	65-1/2-70	90-2-110
87	Battery Peon	..	38	65-1/2-70	90-2-110
88	Film Checker	..	5	65-1/2-70	90-2-110
89	Sepoy	..	1	65-1/2-70	90-2-110
90	Messenger	..	4	65-1/2-70	90-2-110
91	Watchman	..	6	65-1/2-70	90-2-110
92	Sweeper	..	3	65-1/2-70	90-2-110
93	Chowkidar-cum-Sweeper	..	1	65-1/2-70	90-2-110
94	Film Despatcher	..	1	65-1/2-70	90-2-110
95	Hamal	..	2	65-1/2-70	90-2-110

SECTION 6—MOTOR VEHICLES DEPARTMENT

The Motor Vehicles Department is responsible for the administration of the Motor Vehicles Act, 1939, the Bombay Motor Vehicles (Taxation of Passengers) Act, 1958, Carriage of Goods Taxation Act, 1962, and control orders on distribution and sale of Motor Vehicles. It also deals with registration and taxation of motor vehicles and grant of licenses. The Government Transport Service which maintains a large fleet of vehicles for the use of V.I.Ps. is attached to this Department. The Director of Transport, who is the Head of Department is an officer of the cadre of the I. A. S.

(i) **Regional Transport Officer** (Rs. 520-840)

The posts of Regional Transport Officers are filled by direct selection of first or second class graduates with practical experience in the management of transport or by promotion from the cadre of Assistant Regional Transport Officers or by deputation of suitable officers from the cadre of Deputy Collectors. The Regional Transport Officers are in charge of big cities and exercise the powers and duties delegated under the Motor Vehicles Act. The Director of Transport has recommended scale of Rs. 520-1100 in view of increase in work, qualitatively and quantitatively. The Director has also stated that the scale of pay of a Divisional Controller in the State Road Transport Corporation which is a comparable post to that of Regional Transport Officer in the State Transport is Rs. 575-1200.

The Secretary, Home Department, has pointed out that the posts could reasonably be equated with other posts of class I officers and that the equation of the Regional Transport Officer with the Deputy Collectors would be quite in order. There had been occasions when I.P.S. and I.A.S. officers were appointed as Regional Transport Officers which shows that the post is important enough and requires the attention of the officer of that calibre. The Commission is able to appreciate the importance of the responsibilities of the Regional Transport Officer but is of the view that an equation with the posts of Deputy Collectors would not be wholly appropriate. The sphere or duty of the Regional Transport Officer is relatively less extensive than that of a Deputy Collector and equation with the posts of Deputy Superintendent of Police would seem to be better justified. The Commission accordingly recommends for these posts the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100.

(ii) **Assistant Regional Transport Officer** (Rs. 320-570)

Appointment to these posts is made by direct selection of those who hold a degree preferably in Science or Mechanical, Electrical or Automobile Engineering or by promotion of Enforcement Supervisors/Motor Vehicle Inspectors. The Assistant Regional Transport Officers are in charge of small cities and exercise the powers and duties delegated under the Motor Vehicles Act. The Director of Transport has recommended the scale of Rs. 350-750. The Director observed that the Assistant Regional Transport Officer can be compared to the Mamlatdar. The post can also be compared with that of Divisional Traffic Officer of the State Road Transport Corporation whose pay scale is Rs. 350-750. The Secretary, Home Department, has concurred in the proposal to treat the post as class II.

The Director also stated that there has been some difficulty of recruitment at this level and that the posts were advertised twice by the Public Service Commission but on each occasion the Public Service Commission could not select suitable candidates from the open market. Having regard to this fact among others the Commission considers that the scale of Rs. 350-20-450-EB-25-550-EB-30-700 would be adequate for this post. The equation with the posts of Mamlatdars or other posts in Class II does not seem to be well founded.

(iii) **Manager, Government Transport Service** (Rs. 320-570)

Appointment to the post of Manager is made by direct selection or by promotion of the incumbent of the post of Enforcement Supervisor. The Manager has to supervise the work of

administrative, traffic and work-shop staff of the Government Transport Service and the booking of Government vehicles and their maintenance and repairs. Having regard to the recruitment provisions and the functions expected to be discharged by the Manager the Commission considers the scale of Rs. 350-20-450-EB-25-550-EB-30-700 appropriate to this post.

(iv) **Enforcement Supervisor** (Rs. 320-510)

Appointment to this post is made by direct selection, the recruitment qualification being a degree in Science, Mechanical or Electrical Engineering or by promotion of Motor Vehicles Inspectors. The Enforcement Supervisors assist the Director in technical matters and is required to carry out surprise checking of vehicles on road throughout the State.

The Director of Transport has suggested for this post the scale of Rs. 325-530 and the Home Department has proposed Rs. 350-600. Consistent with the duties and responsibilities that devolve on these posts the Commission recommends the scale of Rs. 350-20-450-EB-25-650.

(v) **Motor Vehicle Inspector** (Rs. 245-370)

Appointment of Motor Vehicle Inspector is made by direct selection of persons who have passed the S.S.C. examination and have a diploma in Automobile Engineering or four years' apprenticeship as a Mechanical Engineer in an Automobile Engineering Works or by promotion of Assistant Motor Vehicle Inspector. The duties of the post relate to inspection of vehicles, administering driving tests, road side checking and conduct of inquiries.

The Director of Transport has recommended the scale of Rs. 280-420 for these posts. Having regard to the qualifications at this level and the relativities within the organisation the Commission recommends for the posts of Motor Vehicle Inspectors the scale of Rs. 325-15-400-EB-20-500-25-525.

(vi) **Assistant Inspector of Motor Vehicles** (Rs. 190-270)

Recruitment to these posts is made by direct selection of holders of a diploma in Automobile Engineering. The Assistant Inspectors generally carry out the duties assigned to them by Inspectors of Motor Vehicles and also accompany Regional Transport Officers on tour as and when necessary.

The Director of transport has recommended the scale of Rs. 200-310. Bearing in mind the recruitment difficulty in this case also to which the Director of Transport has invited reference the Commission recommends the scale of Rs. 200-10-250-EB-12-310-EB-15-430 for these posts.

(vii) **Special Pay**

The Director of Transport invited the Commission's attention to the fact that under existing rules cashiers in several Departments are sanctioned a special pay related to the amount of cash disbursed and not in respect of cash received. In the Motor Vehicles Department cashiers receive a large amount of cash by way of payment of Motor Vehicles Taxes but are not eligible for the special pay since no disbursement of cash is made. He contended that irrespective of whether cash is received or disbursed special pay should be admissible and be related to cash handled. The Commission has already accepted this in principle and has recommended grant of special pays to cashiers who handle cash in the Chapter on Special Pays.

The Director also recommended grant of special pay to staff on duty at the check posts at inter State boarders. On each of these check posts, four Assistant Inspectors have been posted to work in rotation. These check posts are located away from the villages and lack amenities. He therefore proposed grant of a special pay of Rs. 25/- to Rs. 30/-. This, the Director said, would be on the lines of special pay granted to Sales Tax Officers in the Enforcement Branch. The Secretary, Home Department, has supported the proposal in view of arduous nature of work. The Commission considers that the grant of special pay would be well justified and recommends that special pay at Rs. 25/- p.m. may be sanctioned.

SCHEDULE

MOTOR VEHICLES DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
PART I—Directorate of Transport					
			Rs.	Rs.	
<i>Gazetted</i>					
1	Director of Transport	..	1 Cadre post	..	
2	P. A. to the Director of Transport	1	370-20-570	350-20-450-EB-25-550-EB-30-700	
3	Research Officer	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
4	Enforcement Supervisor	..	1 320-345-370-20-510	350-20-450-EB-25-650	
5	Head Accountant	..	1 225-235-245-10-305-15-395-25-420	325-15-400-EB-20-500-25-525	
6	Senior Auditor	..	1 225-235-245-10-305-15-395-25-420	325-15-400-EB-20-500-25-525	
7	Head Clerk-cum-Accountant	..	1 195-10-245	250-12-310-EB-15-370	
8	Research Assistant	..	2 180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	
9	Stenographer Grade II	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
10	Head Clerk	..	1 165-8-245	250-12-310-EB-15-370	
11	Accountant	..	1 145-8-185	200-10-250-EB-12-310-15-340	
12	Junior Auditor	..	2 145-8-185	200-10-250-EB-12-310-15-340	
13	Senior Clerk	..	3 145-8-185	200-10-250-EB-12-310	

14	Statistical Assistant	..	4	145-8-185-10-235-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
15	Driver	..	1	100-3-130	125-4-145-EB-5-165-7-200	
16	Junior Clerk	..	13	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
17	Gujarati Typist	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
18	Clerk Typist	..	3	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
19	Naik	..	1	70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
20	Peon	..	5	65-1/2-70	90-2-110	
21	Operator	..	1	65-1/2-70	90-2-110	
PART II—Office of the Regional / Transport Officer						
<i>Gazetted</i>						
1	Regional Transport Officer	..	3	520-545-570-30-840	500-30-650-EB-35-825-EB-45-1050-50-1100	
2	Assistant Regional Transport Officer		7	320-345-370-20-570	350-20-450-EB-25-550-EB-30-700	
<i>Non-Gazetted</i>						
3	Motor Vehicles Prosecutor	..	3	250-10-330-15-450-20-470	350-20-450-EB-25-550-EB-30-700*	
4	Motor Vehicles Inspector	..	26	245-260-275-15-290-20-370	325-15-400-EB-20-500-25-525	
5	P. A. to Regional Transport Officer		3	245-260-275-15-290-20-370	325-15-400-EB-20-500-25-525	
6	Head Accountant	..	3	225-235-245-10-305-15-395-25-420	325-15-400-EB-20-500-25-525	
7	Assistant Motor Vehicles Inspector		31	190-205-215-10-255-15-270	200-10-250-EB-12-310-EB-15-430	Assistant Inspectors working at check posts to be given special pay of Rs. 25/- p.m.

*Please see page 43

MOTOR VEHICLES DEPARTMENT—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
8	Head Clerk	..	9 195-10-245	250-12-310-EB-15-370	
9	Stenographer, Grade II	..	3 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
10	Statistical Assistant	..	8 145-8-185-10-235-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
11	Head Clerk	..	2 145-8-185-10-215	200-10-250-EB-12-310-15-340	
12	Accountant	..	2 145-8-185-10-215	200-10-250-EB-12-310-15-340	
13	Accountant	..	6 145-8-185-10-195	200-10-250-EB-12-310-15-340	
14	Senior Clerk	..	45 145-8-185	200-10-250-EB-12-310	
15	Junior Clerk	..	194 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
16	Driver	..	3 100-3-130	125-4-145-EB-5-165-7-200	
17	Naik	..	2 70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
18	Peons	..	36 65-1/2-70	90-2-110	
19	Watchman	..	8 65-1/2-70	90-2-110	
20	Scale Operator	..	4 65-1/2-70	90-2-110	
21	Attendants	..	44 80/- (consolidated)	100/- (consolidated)	
22	Sweepers	..	9 36/- fixed	100/- (consolidated if full time posts)	
PART III—Government Transport Service					
<i>Gazetted</i>					
1	Manager	..	1 320-345-370-20-570	350-20-450-EB-25-550-EB-30-700	

Non-Gazetted

2	Senior Mechanic	..	1	170-5-185-6-209-8-225	200-10-250-EB-12-310-15-340
3	Depot Vehicle Operator	..	1	160-5-190	200-10-250-EB-12-310-15-340
4	Accountant	..	1	145-8-185	200-10-250-EB-12-310-15-340
5	Senior Clerk	..	1	145-8-185 + special pay of Rs. 25/- p. m.	200-10-250-EB-12-310
6	Junior Mechanic	..	2	115-5-170	160-7-188-EB-9-215-10-265
7	Electrician	..	1	115-5-170	160-7-188-EB-9-215-10-265
8	Blacksmith	..	1	115-5-170	160-7-188-EB-9-215-10-265
9	Welder-cum-Tinsmith	..	1	115-5-170	160-7-188-EB-9-215-10-265
10	Assistant Mechanic	..	1	110/-fixed	125-3-140-EB-4-160
11	Assistant Electrician/Batteryman	..	1	110/-fixed	125-3-140-EB-4-160
12	Spray Painter	..	1	110/-fixed	125-3-140-EB-4-160
13	Drivers	..	13	100-3-130	125-4-145-EB-5-165-7-200
14	Junior Clerk	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
15	Accounts Clerk	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
16	Store Clerk	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
17	Bill Clerk	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
18	Pump Attendant	..	3	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
19	Steno-typist	..	1	91-3-130-EB-4-170 (+ shorthand allowance Rs. 30/- p. m. as per Government rules)	130-5-155-EB-7-190-EB-8-230-10-240
20	Peon	..	2	65-1/2-70	90-2-110

MOTOR VEHICLES DEPARTMENT—*contd.*

1	2	3	4	5	6
21	Watchman	3	Rs. 65-1/2-70	Rs. 90-2-110	
22	Helper	1	65-1/2-70	90-2-110	
23	Helper-cum-Warner	2	65-1/2-70	90-2-110	
24	Helper-cum-Hammerman	1	65-1/2-70	90-2-110	
25	Cleaner	4	65-1/2-70	90-2-110	
26	Sweeper	1	45/-fixed	100/-consolidated, if a full time post.	

SECTION 7—VIGILANCE COMMISSION

All the posts in the office of the Vigilance Commission are manned by staff drawn from Departments of the Secretariat. The revised pay scales recommended for posts in the Vigilance Commission have been indicated in the accompanying schedule.

SCHEDULE

VIGILANCE COMMISSION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay			Remarks
			1	2	3	4	5	6
							Rs.	
	<i>Gazetted</i>							
1	Vigilance Commissioner	..	1	3500/- fixed			No change.	
2	Secretary, Gujarat Vigilance Commission	1	900-40-1100-50-1200				1100-50-1200-60-1500 (for non I.A.S.)	
3	Personal Assistant	..	1	620-35-830-EB-40-1070			700-40-860-EB-50-1110-55-1275	
	<i>Non-Gazetted</i>							
4	Superintendent	..	3	365-20-445-EB-20-625-25-650			425-25-550-EB-30-670-EB-35-775	
5	Stenographer Grade I	..	1	225-10-315-15-375-EB-15-450-20-470			325-15-400-EB-20-500-EB-25-575	
6	Stenographer Grade-II	..	1	180-10-280-15-340			250-12-310-EB-15-400-EB-20-460	
7	Assistant	..	2	145-10-185-EB-225-15-300-20-340-EB-20-400			200-10-250-EB-15-400-EB-20-480	
8	Cashier	..	1	91-3-130-EB-4-170 +special pay of Rs. 10/- p.m.			130-5-155-EB-7-190-EB-8-230-10-240	
9	Clerk	..	2	91-3-130-EB-4-170			130-5-155-EB-7-190-EB-8-230-10-240	
10	Typist	..	1	91-3-130-EB-4-170			130-5-155-EB-7-190-EB-8-230-10-240	
11	Naik	..	1	70-1-75			90-2-110	To be given special pay of Rs. 5-p.m.
12	Peon	..	4	65-1/2-70			90-2-110	
13	Watchman	..	3	65-1/2-70			90-2-110	
14	Sweeper	..	1	65/- fixed			100/- (consolidated, if a full time post.)	

SECTION 8—SOLDIERS', SAILORS' AND AIRMEN'S BOARDS.

The Boards have been constituted to cater to the welfare of the ex-servicemen. The boards administer various funds for the benefit of ex-servicemen. The Secretary of the State level Board who is the Head of the administrative set up of the Board, is assisted by a small non-gazetted staff.

(i) **Secretary** (Rs. 370-1100)

The Secretary is in charge of the administration of the various funds, co-ordination and supervision of district Soldiers, Sailors and Airmen's Boards and Liaison with the Central Board. For this post the Commission recommends the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250.

(ii) **Secretary** (Rs. 130-200)

There are 3 posts of Secretaries at district level, appointment to which is made by direct selection of ex-commissioned officer of Army, Navy or Air Force.

The Commission has been informed that the pay scales for the post of the Secretary, District Soldiers', Sailors' and Airman's Board is prescribed by the Central Board at Delhi. Whenever the Central Board communicates the revision of pay scales for the Soldiers', Sailors' and Airmen's Board, the State Government issues necessary orders revising the pay scales and that the Expenditure on the maintenance of the District Soldiers' Sailors' and Airman's Board is to be shared between the Central and State Government on a 50:50 basis. The Commission recommends for the posts the scale of Rs. 200-10-250-EB-12-310.

SCHEDULE

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	Secretary	..	1 (370-345)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
	<i>Non-Gazetted</i>				
2	Senior Clerk	..	1 145-8-185	200-10-250-EB-12-310	
3	Secretary	..	3 130-5-160-8-200	200-10-250-EB-12-310	
4	Junior Clerk	..	4 100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
5	Peon	..	5 65-1/2-70	90-2-110	
6	Watchman	..	1 65-1/2-70	90-2-110	

CHAPTER X

INDUSTRIES, MINES AND POWER DEPARTMENT

SECTION 1—COMMISSIONER OF INDUSTRIES

The principal functions of the Department of Industries are as under:—

- (1) Regulation and Promotion of Industries in the State.
- (2) Enforcement of the Bombay Weights and Measures Act, 1958 and Rules thereunder.
- (3) Purchase of stores required by the various Departments of Government.

The Commissioner of Industries who is the Head of the Department is an officer of the Indian Administrative Service.

(i) **Chief Industrial Adviser** (Rs. 2500-3000)

The post of Chief Industrial Adviser is filled on direct recruitment of a candidate possessing a First Class : post-graduate degree or doctorate in technical chemistry or chemical engineering. The duties of the post relate to the examination of technical feasibility of Chemical, petro-chemical, and engineering projects of the State.

In the course of discussion with the Commission, the Additional Chief Secretary pointed out that the post of Chief Industrial Adviser could not be equated with any of the officers of the State Government as an outstanding person with knowledge of petro-chemical industries would be required for the post and such outstanding persons cannot be had for less than Rs. 2500/-. The Additional Chief Secretary also suggested that instead of giving a fixed pay, a time scale should be prescribed so that the persons would have an inducement to serve in the post atleast for 4 to 5 years.

The Commission agrees with the Additional Chief Secretary that the incumbent of the post of Chief Industrial Adviser should be equipped with a high degree of competence and specialisation befitting the highest level of technical expertise. However, the Commission does not consider that the scale for the post should under normal circumstances be higher than the level of maximum remuneration recommended by the Commission. The Commission therefore recommends that this post may carry the scale of Rs. 1800-100-2300. The Commission does not envisage that this would preclude any bilateral negotiation for a higher personal scale of emoluments for an outstanding candidate.

The Commission wishes to bring on record the fact that the pay scale of the post which was originally Rs. 1800-2700 has been revised to Rs. 2500-3000 as late as 22nd December 1967, under Government Resolution, Industries, Mines & Power Department No. ESI-1067/1424-GH, without reference to it and inspite of an assurance given to the Commission by Government to the effect that till the time the Report of the Commission is considered by the Government no fresh proposal for revision of pay scales will be entertained.

(ii) **Technical Advisers (Chemical and Engineering)** (Rs. 1300-1600).

Appointment to the post of Technical Advisers is made by nomination. The qualifications prescribed for Technical Adviser (Chemical) are a degree in Chemical Engineering or Chemical Technology or Industrial Chemistry, with 10 years' technical experience of which 5 years shall be in a managerial or supervisory capacity and for Technical Adviser (Engineering) a degree in Electrical or Mechanical Engineering plus 10 years' technical experience in Engineering industries of which 5 years shall be in supervisory or managerial capacity.

The Technical Advisers are required to advise the Commissioner of Industries in all technical matters in their respective fields.

The Commission appreciates that in the context of rapid industrialisation of the State of Gujarat expert scrutiny of projects and provision of technical guidance to the Head of the Department are of vital significance. Keeping this in view the Commission recommends for these posts the scale of Rs. 1400-60-1640-80-1800.

(iii) **Joint Directors (Rs. 900-1200)**

The posts of Joint Directors are filled in by promotion of Deputy Directors.

The Joint Director of Industries (Development) looks after matters concerning commercial intelligence, Plan Schemes, compilation of Industrial Statistics, Industrial Licensing, and follow-up of all industrial licenses/registration, etc. The Joint Director of Industries (Stores Purchase) looks after purchase of stores indented by various Departments of State Government and inspection of Stores. The Head of the Department has suggested a revised scale of Rs. 1300-60-1600 for these posts.

Having regard to the nature of responsibility that these posts carry and in keeping with the principle of broad-banding of posts at these levels the Commission recommends the scale of Rs. 1050-50-1100-60-1400 for these posts.

(iv) **Deputy Director (Rs. 635-1100)**

Posts of Deputy Directors are filled on promotion of Assistant Director or by nomination or by transfer in the case of Small Scale Industries. The qualifications for recruitment in the case of Deputy Director (General) are a 2nd Class degree in Mechanical, Electrical or Chemical Engineering or Technical Chemistry and 7 years' practical experience or 5 years' in the case of candidates having higher academic qualifications in workshop or factory or in responsible executive and administrative position in industrial concerns, and those for Deputy Director (Small Scale Industries) a degree in Mechanical Engineering, preference being given to those having also a degree or diploma in Electrical Engineering and 5 years' experience.

The Deputy Directors of Industries at Regional Offices look after all matters pertaining to the regulation and development of industries and enforcement of Weights and Measures Act in their respective regions. The Deputy Director of Industries (Chemicals) deals with implementation of molasses control order, supply of spirits, petro-chemicals and other matters, concerned with chemicals. The Deputy Director of Industries (Small Scale Industries) looks after all matters pertaining to small scale industrial units. The Deputy Director of Industries (Raw Materials) attends to the work of import section, coal section and iron and steel section. The Deputy Director of Industries (Metric) looks after enforcement of Weights and Measures Act and the maintenance of the precision laboratory. The Deputy Director of Industries (Vigilance and Co-ordination) attends to work in connection with Anti-corruption matters and co-ordination work.

The Head of the Department has suggested a revised scale of Rs. 800-50-1200 for these posts. Having reference to the vertical internal relativities and the job requirements at the level of Deputy Directors the Commission is of the view that the scale of Rs. 700-40-860-EB-50-1110-55-1275 would be appropriate for the posts of Deputy Directors.

(v) **Assistant Director (Rs. 370-975)**

Out of 11 posts of Assistant Directors, two are specialised posts, one being the Assistant Director in charge of Chemical Laboratory at Baroda and the other being the Assistant Director, Textile. These two posts are filled in by direct recruitment.

Assistant Director (Chemical Laboratory at Baroda)

The qualifications prescribed for the post are a post-graduate degree in technical chemistry or chemical engineering and specialisation in any branch of Industrial concern.

Assistant Director (Textile)

The qualification prescribed is a degree in textile manufacture.

Assistant Directors (others)

The posts are filled up by nomination and by promotion of Industries Officers (Rs. 245-735) of proved merit and efficiency. For nominee, the qualification prescribed is a degree in 2nd Class in Mechanical/Electrical/Chemical Engineering or in Textile Technology or post-graduate degree in Physics or Chemistry or Technical Chemistry and not less than 5 years' experience in a responsible executive or administrative position.

The Assistant Directors of Industries in regional offices look after all matters pertaining to the regulation and development of industries and enforcement of Weights and Measures Act in their respective regions and the Assistant Director of Industries (Export) attends to all matters relating to export promotion activities.

The Head of Department has suggested a revised scale of Rs. 450-35-625-EB-45-850-50-950 for this post. The Commission recommends for all these posts the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100.

(vi) Assistant Industrial Chemist (Rs. 245-735)

The post is filled by nomination or by promotion of suitable members of the technical staff in the office of Assistant Director of Industries (Chemical) including the Research Assistant with Industrial Research Laboratory or Industrial Chemist Laboratory (Rs. 225-340). For nominees the qualification prescribed is a degree in Chemical Technology or a post-graduate degree in Chemistry. His duties are to assist the Assistant Director of Industries (Chemical) in his work.

The Head of Department has suggested a revised scale of Rs. 300-25-450-30-600-EB-40-800 for this post. Having regard to the channel of promotion operative at this level and the recruitment qualifications expected of direct entrants and in view of the research oriented responsibilities of the post the Commission recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for this post.

(vii) Industries Officer (Rs. 245-735)

(a) (Co-ordination) : This post is filled up by promotion from the ministerial staff.

(b) (Commercial Intelligence and Industrial Statistics) : The post is filled by promotion from the ministerial staff and Research Assistant in Commercial Intelligence and Industrial Statistics (Rs. 225-340).

(c) (others) : The other posts of Industries Officers are filled either by promotion or by nomination. Promotion is made from amongst senior Industries Inspectors (Rs. 205-445). For nominees the qualifications are a 2nd class degree in Economics/Statistic/Chemistry/Maths, or a degree or a diploma in 2nd class in Mechanical/Electrical or Chemical Engineering or Textile Technology plus 3 years' experience in factory/workshop.

The duties of Industries Officers involve investigation and examination of matters pertaining to regulation and development of Industries, enforcement of the Weights and Measures Act and supervision of the work of Industries Inspectors.

The Head of the Department has suggested a revised scale of Rs. 300-25-450-30-600-EB-40-800 for this post. The nature of responsibility devolving on the posts of Industries Officers being largely supervisory and administrative the Commission considers that the normal class II scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 would be fair to these posts.

(viii) **Industries Inspectors****Senior Industries Inspectors** (Rs. 205-445)**Junior Industries Inspectors** (Rs. 190-275)

Appointment of Senior Industries Inspector is made by promotion from the cadre of Junior Industries Inspectors. The Junior Industries Inspectors are recruited by nomination of those who possess a degree in Physics, Maths., Chemistry or Mechanical or Electrical or Chemical Engineering or atleast a 2nd class diploma in Mechanical or Electrical or Chemical Engineering.

The general duties of Industries Inspectors relate to enforcement of the Weights and Measures Act in their jurisdiction and investigation of applications for controlled commodities, issue of essentiality certificates, loans etc.

The Commissioner of Industries has suggested a revised scale of Rs. 250-15-340-EB-20-440-30-500 for Senior Industries Inspectors and Rs. 225-10-295-EB-15-400 for Junior Industries Inspectors. The Department invited the Commission's attention to the fact of flight of personnel at this level. Keeping this factor in view and consistent with the qualification expected at the level of Junior Industries Inspector the Commission recommends for that post the scale of Rs. 200-10-250-EB-12-310-EB-15-430. The posts of Senior Industries Inspectors being entirely filled on promotion the Commission recommends the scale of Rs. 325-15-400-EB-20-500-EB-25-575.

(ix) **Salt Inspector** [Rs. 75-120 (old scale)]

The post of Salt Inspector is an isolated post and has no prospects of promotion. The Head of Department has suggested that the post of Salt Inspector should be put on the same cadre as the Junior Industries Inspectors. Recruitment rules for the post have not been framed. Appointment is made by promotion of Clerk. The Salt Inspector has to maintain records about production of salt, recovery of royalty and to issue no objection certificates for removal of salt from salt works. Having regard to this position the Commission does not consider the equation proposed for purposes of parity in pay scales well-founded and recommends for this post the scale of Rs. 200-10-250-EB-12-310-15-340.

(x) **Special Pays***Existing Special Pays*1. *Liaison Officer (Industries) (Bombay)* (Rs. 245-735)

The Industries Officer posted at Bombay is entitled to a special pay of Rs. 100/- p.m. The Commissioner has suggested continuance of the special pay. The Commission recommends the continuance of this special pay at the rate of Rs. 75/- p.m.

2. *Officer on Special Duty (Land)* (Rs. 370-1100)

The Officer is in receipt of special pay of Rs. 150/- p.m. for special work regarding Land Acquisition for Industries. On the analogy of similar special pays abolished in other Departments, the Commission recommends the abolition of this special pay.

3. *Shirastedar* (Rs. 145-195)

One Shirastedar is in receipt of special pay of Rs. 25/- p.m. This special pay may also be discontinued.

Fresh Proposals for grant of Special Pay*Head Typists in the Industries Department.*

On the analogy of Head Typist in the Secretariat Department the Commissioner of industries recommended that the Head Typist in the Industries Department who has to supervise over 28 typists should also be granted a special pay of Rs. 20/-. The Commission has dealt with this question in the section on special pays in the Chapter on pay scales in the Secretariat.

SCHEDULE
COMMISSIONER OF INDUSTRIES

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Commissioner of Industries ..	1	—	Rs. —	
2	Chief Industrial Adviser ..	1	2500-100-3000	1800-100-2300	
3	Technical Adviser (Chemical and Engineering)	2	1300-60-1600	1400-60-1640-80-1800	
4	Joint Director of Industries ..	4	900-40-1100-50-1200	1050-50-1100-60-1400	
5	Deputy Director of Industries	7	635-655-675-40-835-EB-40-875-45-1100	700-40-860-EB-50-1110-55-1275	
6	Gold Controller ..	1	635-655-675-40-835-EB-40-875-45-1100	700-40-860-EB-50-1110-55-1275	
7	Assistant Director of Industries (including Public Relations Officer and Textile Expert)	11	(370-395)-420-30-540-35-750-EB-45-975	500-30-650-EB-35-825-EB-45-1050-50-1100	
8	Accounts Officer ..	1	(370-395) 420-30-570-35-710-40-750-EB-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
9	Officer on Special Duty (Land) ..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100 (+ special pay of Rs. 150/- p.m.)	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
10	Assistant Industrial Chemist ..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
11	Assistant Development Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
12	Textile Expert ..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

COMMISSIONER OF INDUSTRIES—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
13	Industries Officer	..	27 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
14	Liaison Officer (Industries) Bombay	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735 (+ special pay of Rs. 100/- p.m.)	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be continued at reduced rate of Rs. 75/- p.m.
15	Deputy Engineer	..	1 345-370-25-520-EB-25-570-35--745-40-825 (+ special pay of Rs. 80/- p.m.)	450-25-550-EB-30-670-35-845-EB-40-925	Special pay to be discontinued.
16	Industrial Statistician	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	<i>Non-Gazetted</i>				
17	Superintendent	..	5 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
18	Research Assistant (Industrial Chemical Laboratory, Baroda)	3	240-15-285-20-425	325-15-400-EB-20-500-EB-25-575	
19	Research Assistant	..	9 225-15-240-20-340	250-12-310-EB-15-400-EB-20-500-25-550	
20	Investigator	..	1 225-15-240-20-340	250-12-310-EB-15-400-EB-20-500-25-550	
21	Senior Industries Inspector	..	27 205-10-285-15-405-20-445	325-15-400-EB-20-500-EB-25-575	
22	Examiner	..	1 205-10-285-15-405-20-445	250-12-310-EB-15-400-EB-20-500-25-550	
23	Auditor	..	3 205-10-285-15-405-20-445	325-15-400-EB-20-500-25-525	
24	Head Clerk	..	23 195-10-245	250-12-310-EB-15-370	
25	Shirastedar	..	1 145-8-185-10-195 (+ special pay of Rs. 25/- p.m.)	200-10-250-EB-12-310-15-340	Special pay to be discontinued.
26	Junior Industries Inspector	..	70 190-8-230-9-275	200-10-250-EB-12-310-EB-15-430	
27	Stenographer	..	7 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	

28	Junior Chemist	..	3	165-8-245	200-10-250-EB-12-310-EB-15-400	
29	Statistical Assisnt	..	3	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
30	Draftsman	..	2	145-10-225	200-10-250-EB-12-310-15-340	
31	Artist	..	2	145-10-225	200-10-250-EB-12-310-15-340	
32	Senior Clerk	..	48	145-8-185 (Special pay of Rs. 5/- to Rs. 25/- p.m. to 24 Cashiers)	200-10-250-EB-12-310	
33	Overseer	..	1	145-8-185	175-8-215-EB-10-255-12-315-EB-15-345	Can be had on deputation from Public Works Department.
34	Receptionist	..	2	145-8-185	200-10-250-EB-12-310	
35	Mechanic	..	2	130-3-136-4-160-5-170	160-6-190-EB-7-225	
36	Accountant	..	2	125-5-140-EB-6-170	200-10-250-EB-12-310	
37	Salt Inspector	..	5	75-3-105-EB-5-120 (old scale)	200-10-250-EB-12-310-15-340	
38	Mistry	..	2	115-3-145	160-6-172-7-200	
39	Storekeeper	..	1	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
40	Proof Reader	..	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
41	Tracer	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
42	Laboratory Assistant	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
43	Junior Clerk	..	111	91-3-130-EB-4-170 (+ special pay from Rs. 5 to Rs. 25/- p.m. for 8 cashiers)	130-5-155-EB-7-190-EB-8-230-10-240	
44	Clerk-typist	..	35	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
45	Typist	..	29	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
46	Steno-typist	..	3	91-3-130-EB-4-170 (+ shorthand allowance)	130-5-155-EB-7-190-EB-8-230-10-240	

COMMISSIONER OF INDUSTRIES—Contd.

1	2	3	4	5	6
				Rs.	
47	Driver	..	5 100-3-130	125-4-145-EB-5-165-7-200	
48	Manual Assistant	..	57 75-2-125	125-3-140-EB-4-160	
49	Telephone Operator	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
50	Surveyor	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
51	Naik	..	3 70-1-75	90-2-110	To be given special pay of Rs. 5/- p.m.
52	Peon	..	147 65-1/2-70	90-2-110	
53	Watchman	..	6 65-1/2-70	90 2-110	
54	Hamal	..	2 65-1/2-70	90-2-110	
55	Laboratory Boy	..	4 65-1/2-70	90-2-110	

SECTION 2—DIRECTORATE OF GEOLOGY AND MINING

The Directorate is in overall charge of mineral exploration and administration. The Director of Geology and Mining is the Head of the Department.

(i) **Director** (Rs. 1300-1600)

Appointment of the Director is made by direct selection from persons who hold a post-graduate degree in 2nd class in Geology or Mining or a diploma in applied Geology or Mining and nine years' experience or by promotion of suitable Deputy Directors having three years' service.

As discussed in an earlier chapter on the scales of pay of Heads of Departments the Commission recommends that the scale for the post of Director should be Rs. 1400-60-1640-80-1800.

(ii) **Deputy Director** (Rs. 635-1100)

The Deputy Directors are either recruited directly or are transferred from the cadre of senior Geologists. The recruitment qualification for the post is a Master's degree in Science or M. Tech. in Geology or B. Sc. (Hons.) in 2nd class in pure or applied Geology. The Deputy Directors assist the Director in technical matters relating to leasing of minor minerals and prospecting and survey for minerals. The Director has sought to equate these posts with those of Superintending Engineers. The Commission considers that with regard to the qualifications and the nature of functions of these posts equation with posts of Deputy Directors of Industries would be in order. Hence the Commission recommends for this post the scale of Rs. 700-40-860-EB-50-1110-55-1275. The same scale may apply to the post of Senior Geologist also.

(iii) **Assistant Director** (Rs. 370-1100)

The Assistant Directors assist the Deputy Directors at the regions in mineral administration and collection of revenues and in the inspection of mines. These posts are filled by nomination of those who have a degree in Mining or a diploma in Mining. The Director has compared these posts to the posts of Executive Engineers in the Public Works Department. The Commission feels that any such comparison is not wholly maintainable in view of the obvious differences in the duties and responsibilities of the posts in their respective fields. The Commission recommends the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250, for the posts of Assistant Directors.

(iv) **Geologist** (Rs. 370-1100)

The Geologists are recruited either by selection from among those who hold Master's degree in Science or a 2nd class degree in pure or applied Geology or a diploma in Geology or degree in pure Geology from a foreign University or by promotion of Assistant Geologists. The Geologists carry out reconnaissance survey of minerals in the State and assist in the prospecting for minerals and assessment of potential.

The Director has suggested that these posts are comparable to the posts of Geologists under the Government of India. The Commission has also been informed that there has been difficulty of recruitment at this level and at the level of Assistant Geologists and that there have been instances of wastage of personnel also in the past few years. The Commission is alive to the need for recruiting competent staff to man these posts and considers that the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 would be appropriate to the requirements of the posts of Geologists. In addition the Commission recommends that direct recruits who hold a Master degree in Geology atleast with 2nd class may be given a start at Rs. 560/- in the same scale.

(v) **Assistant Geologist** (Rs. 250-730)

Appointment to these posts is made by direct selection of candidates who hold a 2nd class degree in Mining or Geology or diploma in Mining Engineering or Applied Geology or by promotion of Geological Assistants. The Assistant Geologists carry out preliminary mineral survey and prepare reports.

The Director has suggested the scale of Rs. 350-900 for these posts.

Having regard to the recruitment difficulty and the flight of personnel to which the Department has drawn attention the Commission considers that the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for these posts would be fair and adequate. The Commission considers that the posts of Analytical Chemists and Assistant Drilling Engineer could be broad-banded with these posts and recommends accordingly the same scale of pay for these posts also.

(vi) **Geological Assistant** (Rs. 210-415)

The Geological Assistants are appointed by direct selection of those who hold a degree in Geology or Mining Engineering or a diploma in Mining of a recognised University or the school of Mines, Dhanbad. The duties of these posts are to assist the officer in charge of the drilling unit and in the technical section. The Director has recommended for this post a scale of Rs. 250-450.

Looking to the qualifications laid down and the responsibilities of the post the Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550. A degree holder in Geology may start in the same scale at a stage corresponding to two increments.

(vii) **Royalty Inspector** (Rs. 210-415)

Appointment of Royalty Inspectors is either by selection of candidates having a B. Sc. degree in Geology or a diploma in Geology and experience of two years; or by promotion of departmental candidates having the same qualifications. The duties of the post comprise of (i) issue of quarry permits (ii) collection of mineral revenue and statistics and (iii) inspection of working of Mines and Quarries within the jurisdiction.

The Director has proposed for these posts the scale of Rs. 325-540. However, having regard to the initial qualification for recruitment and the scales of pay of lower posts from which promotions are available the Commission considers that the scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550 would be adequate for these posts. A direct recruit holding a degree in Geology may start in the same scale at the stage corresponding to two increments.

(viii) **Junior Investigator** (Rs. 145-270)

Recruitment to the post of Junior Investigator is made by direct selection, the prescribed qualification being a degree or diploma in Geology. The incumbents of these posts are eligible for promotion as Royalty Inspectors. Keeping in view this channel of advancement and the duties of the post pertaining to the collection and compilation of data and reports the Commission recommends for these posts the scale of Rs. 200-10-250-EB-12-310-EB-15-400.

(ix) **Driller** (Rs. 210-415)

Appointment is made by direct selection of those who have experience in Diamond drilling at 12000 feet or by promotion from Assistant Driller. His duties consist of carrying out drilling operation and maintenance of drilling machines, pump accessories, etc.

The Director has recommended the scale of Rs. 325-540. The Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550 for this post.

(x) **Rigman** (Rs. 105-190)

Appointment is made by direct selection from persons who have three years' experience in a workshop including operating of diamond drills and other machinery. The Rigman is required to assist drillers and Assistant Drillers during operation for handling core bits, pipe, etc. The Commission recommends for this post the scale of Rs. 160-7-188-EB-9-215-10-265.

(xi) Mines Supervisor (Rs. 145-215)

Appointment to this post is made either by direct selection of those who hold a degree preferably in Geology or a diploma in Mining from the School of Mines, Dhanbad or by promotion of Clerk/Mining clerk. The Mines Supervisor has to carry out survey of mineral area and prepare maps and charts.

The Director has recommended the scale of Rs. 210-415 and has grouped with this post the posts of Chemical Assistant and Senior Laboratory Assistant also. The Commission recommends for all these posts the scale of Rs. 200-10-250--EB-12-310-15-340 in keeping with the nature of work performed by the incumbents of these posts.

(xii) Mining Clerk (Rs. 125-170)

Appointment to the post of Mining clerk is made by promotion of Assistant Mining clerk, preference being given to those who are degree holders in Geology with some clerical experience. They are required to assist Royalty Inspector in maintenance of registers of mineral revenue, production and correspondence work.

The Director has suggested that he may be given the pay scale of a Senior Clerk.

In so far as this post represents an intermediate level between the posts of Assistant Clerk and Mines Supervisor the Commission considers that the scale of Rs. 175-8-215-EB-10-275 would be adequate for this post.

(xiii) Special Pay

No post in the Department carries any special pay at present. The Director has proposed that having regard to the arduous nature of duties special pay may be given to the following categories:—

Director.	Rs. 125/- p.m.
Deputy Director. }	Rs. 100/- p.m.
Assistant Director. }	
Geologist of all categories (Field).	Rs. 75/- p.m.
Geologist of all categories in regional offices and headquarters	} Rs. 50/- p.m.
Royalty Inspectors and Geological Assistant.	
Mines Supervisor.	Rs. 25/- p.m.

The Additional Chief Secretary did not agree with the proposal. He observed that hazard, arduousness and responsibility of work are to be taken into account when the pay scales are to be fixed. The pay scales of all these posts having been recommended with reference to the totality of responsibility that they carry the grant of any special pay in addition cannot be countenanced.

SCHEDULE
DIRECTORATE OF GEOLOGY AND MINING

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
			Rs.	Rs.	
1	Director	..	1 1300-60-1600	1400-60-1640-80-1800	
2	Deputy Director	..	3 635-655-675-40-755-EB-40-875-45-1100	700-40-860-EB-50-1110-55-1275	
3	Senior Geologist	..	5 635-655-675-40-755-EB-40-875-45-1100	700-40-860-EB-50-1110-55-1275	
4	Deputy Director (Administration)	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
5	Assistant Director	..	3 (370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
6	Geologist	..	13 (370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
7	Chemist	..	1 (370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
8	Statistical Officer	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
9	Assistant Geologist	..	19 (250-265)-280-15-355-20-455-EB-25-580-EB-30-730	350-20-450-EB-25-525-30-675-EB-35-850	
10	Analytical Chemist	..	4 250-265-280-15-355-20-455-EB-25-580-EB-30-730	350-20-450-EB-25-525-30-675-EB-35-850	
11	Assistant Drilling Engineer	..	1 250-265-280-15-355-20-455-EB-25-580-EB-30-730	350-20-450-EB-25-525-30-675-EB-35-850	
12	Store Officer	..	1 250-265-280-15-355-20-455-EB-25-580-EB-30-730	350-20-450-EB-25-525-30-675-EB-35-850	

13	Assistant Accounts Officer	..	1	(245-260)-280-15-385-20-485- EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>						
14	Geological Assistant	..	6	210-10-250-15-280-EB-15-355-20-415	250-12-310-EB-15-400-EB-20-500-25-550	Degree holders to start at Rs. 274.
15	Royalty Inspector	..	18	210-10-250-15-280-EB-15-355-20-415	250-12-310-EB-15-400-EB-20-500-25-550	Direct recruits holding a degree in Geology to start at Rs. 274.
16	Driller	..	24	210-10-250-15-280-EB-15-355-20-415	250-12-310-EB-15-400-EB-20-500-25-550	
17	Driller Mechanic	..	1	320-15-335-20-395	250-12-310-EB-15-400-EB-20-500-25-550	
18	Superintendent	..	3	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
19	Senior Surveyor	..	3	(i) 230-10-300-20-340 (ii) 205-10-285-15-375-EB-15-405	(i) 250-12-310-EB-15-400-EB-20-480 (ii) 250-12-310-EB-15-400-EB-20-500-25-550	
20	Head Draughtsman	..	1	230-10-300-20-340	250-12-310-EB-15-400-EB-20-480	
21	Research Assistant	..	1	180-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	
22	Stenographer	..	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
23	Auto-foreman	..	1	205-10-285-15-375-EB-15-405	250-12-310-EB-15-400-EB-20-500-25-550	
24	Surveyor	..	15	145-5-195-EB-10-285-15-300	200-10-250-EB-12-310-EB-15-430	
25	Junior Investigator	..	1	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
26	Statistical Assistant	..	1	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
27	Librarian	..	1	150-5-165-6-195-EB-8-275	General scale	
28	Head Clerk	..	1	195-10-245	250-12-310-EB-15-370	
29	Mine Supervisor	..	2	145-8-185-10-215	200-10-250-EB-12-310-15-340	
30	Assistant Driller	..	20	145-5-155-EB-6-215	200-10-250-EB-12-310-15-340	

DIRECTORATE OF GEOLOGY AND MINING—Contd

1	2	3	4	5	6
				Rs.	
31	Draughtsman	..	6 145-4-185-EB-5-215	200-10-250-EB-12-310-15-340	
32	Senior Clerk	..	12 145-8-185	200-10-250-EB-12-310	
33	Senior Laboratory Assistant	..	1 145-8-185	200-10-250-EB-12-310-15-340	
34	Chemical Assistant	..	3 145-8-185	200-10-250-EB-12-310-15-340	
35	Rigman	..	17 105-5-140-EB-10-190	160-7-188-EB-9-215-10-265	
36	Mining Clerk	..	3 125-5-170	175-8-215-EB-10-275	
37	Assistant Draughtsman	..	7 125-5-170	160-7-188-EB-9-215-10-265	
38	Electrician	..	2 130-4-170	160-6-190-EB-7-225	
39	Gas Plant Mechanic-cum-Electrician	..	100-3-130-EB-4-150	125-4-145-EB-5-165-7-200	
40	Operator	..	14 130-4-170	160-6-190-EB-7-225	
41	Storekeeper	..	1 115-3-160-4-180	160-7-188-EB-9-215-10-265	
42	Mechanic	..	3 (i) 105-4-145 (ii) 105-4-125-5-130 (iii) 130-4-170	(i) 125-4-145-EB-5-165-7-200 (ii) 125-4-145-EB-5-165-7-200 (iii) 160-6-190-EB-7-225	
43	Junior Clerk	..	37 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
44	Lower Division Clerk	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
45	Store Clerk	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
46	Store Assistant	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	

47	Typist	..	7	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	To be given special pay of Rs. 5/-p.m.
48	Camp Assistant	..	23	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
49	Tracer	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
50	Technical Clerk	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
51	Assistant Mining Clerk	..	7	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
52	Junior Laboratory Assistant	..	3	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
53	Driver	..	49	(i) 100-3-130 (ii) 105-4-145	125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200	
54	Section Grinder	..	1	65-3-105	100-3-130	
55	Laboratory Attendant	..	2	70-1-75-2-85	100-3-130	
56	Naik	..	1	70-1-75	90-2-110	
57	Pump Khalasi	..	17	65-1-70	90-2-110	
58	Chainman	..	6	65-1/2-70	90-2-110	
59	Mines Guard	..	2	65-1/2-70	90-2-110	
60	Helper	..	12	65-1/2-70	90-2-110	
61	Peons	..	56	65-1/2-70	90-2-110	
62	Watchman	..	10	65-1/2-70	90-2-110	
63	Cleaner	..	10	65-1/2-70	90-2-110	
64	Peon-cum-sweeper	..		65-1/2-70	90-2-110	
65	Attendants	..	2	80/-consolidated	100/-consolidated	

SECTION 3—OFFICE OF THE CHIEF ELECTRICAL INSPECTOR AND THE COLLECTOR OF ELECTRICITY DUTY.

(i) Chief Electrical Inspector (Rs. 1300-1600)

The post of Chief Electrical Inspector is held by the Electrical Engineer to Government, in addition to his own duties under the Public Works Department. The Industries, Mines and Power Department has proposed that a special pay of Rs. 250/- p.m. may be sanctioned to this post in view of the additional responsibility devolving on the Electrical Engineer. The functions of the Chief Electrical Inspector consist of administering the Indian Electricity Act, 1910 and Rules thereunder, Electricity Supply Act and envisage extensive inspection duties. The Commission considers that grant of special pay would be justified and accordingly recommends a special pay of Rs. 150/- p.m.

(ii) Chief Auditor (Rs. 365-750)

Appointment to the post of Chief Auditor is made either by nomination, the recruitment qualification being a degree in Commerce or registered Accountantship with 5 years' experience in auditing of commercial accounts, or by promotion from the post of a Senior Auditor. The main functions of the Chief Auditor are to audit the accounts of the electrical undertakings in the State. The Collector of Electricity Duty has proposed a scale of Rs. 500-1100 for this post. The Industries Department has recommended grant of a special pay also, in view of the fact that the work of collection of electricity duty performed by the District Collector formerly has now been centralised in the office of the Collector of Electricity Duty and the Chief Auditor has to function as Deputy Collector in addition to his audit duties. The Commission does not consider any grant of special pay justified but taking this factor into account recommends for the post the pay scale of Rs. 500-30-650-EB-35-825-EB-40-905-45-950.

(iii) Electrical Sub-Inspector (Rs. 145-530)

Appointment to this post is made by direct recruitment of degree or diploma holders in Electrical Engineering. The Electrical Sub-Inspectors assist the Assistant Electrical Inspectors in the discharge of their duties. The Head of the Department has pointed out that in terms of qualifications and nature of functions the posts of Electrical Sub-Inspectors are comparable to the posts of Electrical Supervisors under the Public Works Department. The Department has also brought to the notice of the Commission the fact that there has been some difficulty of recruitment and instances of flight at this level. The Commission considers that the equation of these posts with posts of Electrical Supervisors would be essentially fair and recommends a scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550 with a provision for higher start at Rs. 310/- for degree holders, in the same scale. In the case of the Electrical Supervisors the Commission has pointed out that in the event of the bifurcation of the cadre on the basis of qualifications as in the case of the former cadre of Overseers in the Public Works Department the scales of pay for diploma holders and degree holders may be the same as recommended for Supervisors and Junior Engineers in the Public Works Department. If a similar scheme is to be given effect in the case of the post of Electrical Sub-Inspectors the same equation may be adopted.

SCHEDULE
OFFICE OF THE CHIEF ELECTRICAL INSPECTOR

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Chief Electrical Inspector	1	1300-60-1600	1400-60-1640-80-1800	To be given special pay of Rs. 150/- p.m.
2	Electrical Inspector	1	570-40-770-EB-40-1050-50-1100	700-40-860-EB-50-1100-55-1275	
3	Assistant Electrical Inspector	6	345-370-25-520-EB-25-570-35-745-40-825	450-25-550-EB-30-670-EB-35-845-40-925	
<i>Non-Gazetted</i>					
4	Superintendent	1	275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525	
5	Senior Assistant	1	195-10-245	250-12-310-EB-15-370	
6	Divisional Head Clerk	1	185-10-235	250-12-310-EB-15-370	
7	Senior Accounts Clerk	7	145-8-185-10-195	200-10-250-EB-12-310-15-340	
8	Electrical Sub-Inspector	33	145-7-152-12-248-EB-12-260-15-425-15-530	250-12-310-EB-15-400-EB-20-500-25-550	Degree holders to start at Rs. 310
9	Senior Clerk	7	137-8-185	200-10-250-EB-12-310	
10	Junior Clerk	21	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
11	Peon	21	65-1/2-70	90-2-110	

SCHEDULE
OFFICE OF THE COLLECTOR OF ELECTRICITY DUTY

Sr. No.	Designaion of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay			Remarks
1	2	3	4		5	6		
	<i>Gazetted</i>							
1	Chief Auditor	..	1	365-15-470-EB-20-570-EB-30-750	500-30-650-EB-35-825-EB-40-905-45-950			
	<i>Non-Gazetted</i>							
2	Senior Auditor	..	1	275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525			
3	Superintendent	..	1	275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525			
4	Senior Assistant	..	3	195-10-245	250-12-310-EB-15-370			
5	Junior Auditor	..	1	165-8-245	250-12-310-EB-15-370			
6	Duty Inspector	..	9	160-8-184-EB-9-220-10-270	200-10-250-EB-12-310-EB-15-400			
7	Junior Assistant	..	3	145-8-185-10-195	200-10-250-EB-12-310			
8	Junior Clerk	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240			
9	Steno-typist	..	1	91-3-130-EB-4-170 (+ Rs. 20/- p.m. shorthand allowance)	130-5-155-EB-7-190-EB-8-230-10-240			
10	Typist	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240			
11	Peon	..	2	65-1/2-70	90-2-110			

SECTION 4—DIRECTORATE OF PRINTING AND STATIONERY

This organisation is primarily concerned with the printing of all Government material. In addition the Department handles the supply of stationery, sale of Government publications, repairs of typewriters, cycles and supply of standard forms.

The Directorate has under it 5 presses, *viz.* (i) Government Central Press, Ahmedabad, (ii) Photo-Litho Press, Ahmedabad and Photo Registry, Ahmedabad, and (iii) the remaining three presses are at Baroda, Rajkot and Bhavnagar. The Photo-Litho Press is an off-set Press and caters to the printing of Maps and Photo-copying of documents. The other 4 presses are letter presses.

(i) **Director** (Rs. 900-1400)

The Director of Printing and Stationary is the Head of the Department. The Commission recommends for the post of Director a pay scale of Rs. 1300-60-1600.

(ii) **Deputy Director and Manager** (Rs. 700-1100)

The Presses are under the charge of Managers whose appointment is made by direct selection from among those who hold a degree/diploma in printing technology/lithography and photography. The Presses at Ahmedabad, Baroda and Rajkot are large printing units with industrial labour exceeding 500. The Managers of Baroda and Rajkot Presses have under their control, the Stationery Depots also. Considering the heavy duties involved, non-availability of technical persons and better pay scales of the corresponding post in the Government of India, the Director has recommended a pay scale of Rs. 900-1300. The Commission recommends a scale of Rs. 850-50-1000-EB-55-1275 for these posts. The Commission considers that having regard to the mode of appointment and nature of duties *vis-a-vis* that of Managers of the Presses the same scale would be appropriate for the post of Deputy Director also.

(iii) **Assistant Manager** (Rs. 370-685)**Manager, Bhavnagar Press** (Rs. 370-685)

The Bhavnagar Press being comparatively small, the post of Manager is in class II (unlike others which are in class I) with the same grade as Assistant Managers. The scale of pay is also the same as for Assistant Manager of other Presses.

Recruitment to these posts is made either by direct selection, the qualification being a diploma in printing technology or by promotion. The Assistant Managers assist the Managers of the large Presses while the Manager of the Bhavnagar Press being in independent charge of the Press, performs administrative as well as technical duties. The duties of the post are thus higher than those of Assistant Managers and the Director has, therefore, recommended a scale of Rs. 590-830 as against Rs. 400-810 for Assistant Managers. As an alternative he has proposed a special pay. The Additional Chief Secretary has recommended the pay scale of Assistant Manager *plus* a suitable special pay for the post of Manager, Bhavnagar Press.

The Commission considers that the same pay scale for all the posts would be basically fair and the additional responsibility of the Manager of the Bhavnagar Press could be compensated by grant of a special pay. Accordingly, the Commission recommends the scale of Rs. 425-25-525-EB-30-675-35-850 for all the posts with a special pay of Rs. 75/- p.m. for the post of Manager, Bhavnagar Press.

(iv) **Mechanical Engineer** (Rs. 345-825)

Recruitment to this post is made by nomination through the Public Service Commission. The qualification required is a degree in Technology or Engineering. The duties of the post relate to the purchase, supply and repairs of machinery of the Government Presses. The Commission considers that in view of the extensive responsibilities of the post, equation of this post with that of a Deputy Engineer in the Public Works Department would be proper and recommends the pay scale of Rs. 450-25-550-EB-30-670-35-845-EB-40-925.

(v) **Assistant Director** (Rs. 370-520)

Posts of Assistant Directors are filled on promotion of the supervisory staff. The Assistant Directors are responsible for supply of articles and publications to Government offices and annual stock verification, scrutiny of bills and indents. The Director has suggested for this post a scale of Rs. 400-810. In view of the fact that the duties of the post are administrative and supervisory and in keeping with the relativities *vis-a-vis* the lower posts the Commission recommends the scale of Rs. 350-20-450-EB-25-550-EB-30-700.

(vi) **Junior Assistant Manager** (Rs. 250-370)

The post of Junior Assistant Manager is available on promotion to the cadres of overseers of the Ahmedabad press and of composing formen of the Baroda, Bhavnagar and Rajkot presses. These posts carry responsibilities for technical supervision. The Director has proposed for these posts the scale of Rs. 300-500. The Commission feels that consistent with the job requirements the scale of Rs. 325-15-400-EB-20-500-25-525 would be fair and adequate for these posts.

(vii) **Head Examiner** (Rs. 220-275)

Recruitment qualification for the post of Head Examiner is graduation and a diploma in letter press technology. Promotion is available from the cadre of Senior Examiner. The Head Examiner is in charge of supervision over the reading section. The Director has equated the post of Head Reader with the post of Head Examiner and proposed a common scale of pay of Rs. 200-10-300. The Commission does not consider this equation acceptable in view of the differences in qualifications prescribed for the two posts and the existing channels of promotion to these posts. The Commission therefore recommends for the post of Head Examiner the scale of Rs. 250-12-310-EB-15-400-20-420.

(viii) **Other posts special to the Department**

There are four broad sections on the technical side of the Press namely the compose, the machine, the binding and the reading sections. The Director of Printing and Stationery has suggested certain grouping of the lower posts in all the sections with a view to evolve common scales of pay. The Industries, Mines and Power Department has endorsed these groupings. The Commission has agreed with several of the groupings. The posts so grouped and the scale of pay recommended by the Commission are as below:—

<i>Group I</i>	<i>Scale recommended</i>
Compose Overseer.	Rs. 200-10-250-EB-12-310-15-340
Binding Overseer.	
Machine Overseer.	
Standard Overseer.	
Duplicating Overseer.	
General Mechanic.	
Mono Mechanic.	
Machine Mechanic.	
Lino Mechanic.	
Head Mechanic.	
Head Typewriter Mechanic.	
Compose Foreman.	
Binding Foreman.	
Printing Foreman.	
Foreman.	
Head Binder.	
Photo-Registrar.	
Senior Examiner.	
Head Reader.	

*Group II**Scale recommends*

Lino Operator.	}	Rs. 175-8-215-EB-10-275.
Assistant Binding Foreman.		
Assistant Head Binder.		
Assistant Compose Foreman.		
Assistant Compose Supervisor.		
Senior Typewriter Mechanic.		
Typewriter Mechanic.		
Assistant Mechanic Grade I.		
Outdoor Typewriter Mechanic.		
Senior Castor Attendant.		
Senior Assistant.		
Rotary Operator.		
Machine Fitter.		
Type Super Caster Operator.		
Foundry Supervisor.		
Section Holder.		

Group III.

Litho Printer.	}	Rs. 125-4-145-EB-5-165-7-200.
Enlarger.		
Offset Printer.		
Camera Operator.		
Helio Printer.		
Vandyke Operator.		
Assistant Mechanic Grade II.		

The other posts in the organisation have been fitted into one or the other of the scales evolved for similar categories of posts. For the posts of Compositors and Proof Readers the Commission has recommended the same scale as for clerks in view of the comparable qualifications and the routine nature of work.

(ix) Machineman (Rs. 95-140)

Appointment to the posts of Machinemen is made either by direct selection, the basic educational qualification being study upto IX standard or by promotion of Roller Casters and Flyman. The Director has suggested a selection grade for those Machinemen who are required to handle valuable machines. The Industries, Mines and Power Department recommended grouping of this post with compositor in the scale of Rs. 110-200.

The Commission recommends for these posts the scale of Rs. 125-4-145-EB-5-165-7-200. The Commission has accepted a separate proposal of the Director for grant of special pay to those machinemen who handle valuable machinery.

(x) Photolitho Press and Photo Registry

The Director pointed out that the work done at this unit is quite distinguishable from that at the other 4 letter presses and higher pay scales than applicable to the staff of the letter press units is therefore justified. The Additional Chief Secretary concurred in this observation. The Commission has kept this point in view while recommending scale of pay for these posts.

(xi) Special Pay

The Director has recommended a special pay of Rs. 100/- for the post of Manager Government Central Press, Ahmedabad, because of the extra work done by him, particularly when the Legislature is in session. The Additional Chief Secretary has endorsed this recommendation.

The Commission considers that special pay would be justified and recommends grant of special pay of Rs. 100/- p.m. For the post of Manager, Bhavnagar Press, as mentioned earlier the Commission recommends grant of special pay of Rs. 75/- p.m.

The Head Clerk in charge of Government Book Depot at Ahmedabad gets a special pay of Rs. 30/- p.m. The Director has proposed its continuance. The Commission does not consider the special pay justified and recommends its abolition. Typists cutting stensil get a special pay of Rs. 5/- at present and the Director's proposal is to increase this special pay to Rs. 15/- since the special pay of Rs. 5/- is for stenciling only and there is a justification for granting a higher rate of special pay for the work he does on the plate. The Commission does not consider the enhancement of special pay necessary. The special pay may continue at current rates. The Director has also recommended a special pay of Rs. 15/- p.m. for the typists working on rota prints in view of the fact that the work demands a higher degree of care and attention than expected of ordinary typists. The Additional Chief Secretary has supported the proposal. The Commission recommends a special pay of Rs. 10/- p.m. for the rota print typists.

The Commission has already accepted the proposal for grant of special pays to Machinemen who handle expensive machine units. The Machinemen who operate the following categories of machines are therefore recommended special pay of Rs. 10/- p.m.

Name of the Press	Name of the Machine	No. of Machines
Ahmedabad Press	Automatic Heidelberg Cylinder	1
	Automatic O. M. II.	2
	Automatic Victoria Front.	1
Baroda Press	Victoria D. F. Machine (23'' × 35'')	4
Rajkot Press	G. M. A. 35'' × 45'' (Automatic).	1
	Victoria Front (23'' × 37'')	1

SCHEDULE

DIRECTORATE OF PRINTING AND STATIONERY

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director	1	900-50-1100-EB-50-1400	1300-60-1600	
2	Deputy Director	1	700-40-1100	850-50-1000-EB-55-1275	
3	Manager	5	700-40-1100	850-50-1000-EB-55-1275	Manager, Ahmedabad Central Press to be given special pay of Rs. 100/- p.m.
4	Assistant Director & Manager	2	370-20-510-25-685	425-25-525-EB-30-675-35-850	
5	Manager, Bhavnagar Press	1	370-20-510-25-685	425-25-525-EB-30-675-35-850	To be given special pay of Rs. 75/- p.m.
6	Assistant Manager	10	370-20-510-25-685	425-25-525-EB-30-675-35-850	
7	Assistant Director	2	370-15-520	350-20-450-EB-25-550-EB-30-700	
8	Mechanical Engineer	1	345-370-25-520-EB-25-570-35-745-40-825	450-25-550-EB-30-670-35-845-EB-40-925	
9	Vigilance Officer	1	320-10-420	350-20-450-EB-25-600	
10	Welfare Officer	3	300-10-320-15-470-EB-25-570	350-20-450-EB-25-550-EB-30-700	
11	Accounts Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-575-30-675-EB-35-850	
<i>Non-Gazetted</i>					
12	Office Superintendent	2	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
13	Junior Assistant Manager	4	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
14	Head Examiner	2	220-10-260-15-275	250-12-310-EB-15-400-20-420	

DIRECTORATE OF PRINTING AND STATIONERY—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
15	Art Executive	..	1 220-10-260-15-275	250-12-310-EB-15-400-20-420	
16	Senior Estimator	..	1 215-10-245-15-290	250-12-310-EB-15-400-20-420	
17	Senior Auditor	..	1 195-10-245	250-12-310-EB-15-370	
18	Storekeeper	..	1 195-10-245-15-320 3 145-8-185	250-12-310-EB-15-400-EB-20-480 200-10-250-EB-12-310	
19	Head Clerk	..	14 (i) 185-10-215 (+special pay of Rs. 30 p.m.) (ii) 185-10-245 (iii) 165-8-245 (iv) 145-8-185-10-215	250-12-310-EB-15-370 250-12-310-EB-15-370 250-12-310-EB-15-370 200-10-250-EB-12-310-15-340	Special pay to be discontinued.
20	Process Artist	..	1 180-10-230-15-290	250-12-310-EB-15-400-20-420	
21	Stenographer	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
22	Machine Mechanic	..	2 165-5-190-6-220	200-10-250-EB-12-310-15-340	
23	Compose Overseer	..	2 165-7-200-EB-8-240	200-10-250-EB-12-310-15-340	
24	Mono Mechanic	..	3 165-5-190-6-220	200-10-250-EB-12-310-15-340	
25	Lino Mechanic	..	1 165-5-190-6-220	200-10-250-EB-12-310-15-340	
26	Machine Overseer	..	11 165-7-200-EB-8-240	200-10-250-EB-12-310-15-340	
27	Binding Overseer	..	1 165-7-200-EB-8-240	200-10-250-EB-12-310-15-340	
28	Standard Overseer	..	1 165-7-200-EB-8-240	200-10-250-EB-12-310-15-340	
29	Head Mechanic	..	1 165-7-200-EB-8-240	200-10-250-EB-12-310-15-340	
30	General Mechanic	..	1 165-7-200-EB-8-240	200-10-250-EB-12-310-15-340	

31	Overseer, Duplicating Unit	..	1	165-7-200-EB-8-240	200-10-250-EB-12-310-15-340	Degree holders to start at Rs. 310/-.
32	Head Typewriter Mechanic	..	1	150-5-180-9-225-10-245	200-10-250-EB-12-310-15-340	
33	Senior Clerk	..	43	145-8-185	200-10-250-EB-12-310	
34	Rotary Operator	..	2	145-8-185	175-8-215-EB-10-275	
35	Accountant	..	5	145-8-185	200-10-250-EB-12-310-15-340	
36	Electric Supervisor	..	1	145-7-152-113-12-260-EB-15-530	250-12-310-EB-15-400-20-EB-500-25-550	
37	Junior Auditor	..	1	145-8-185	200-10-250-EB-12-310-15-340	
38	Supervisor	..	2	145-5-185-10-215	200-10-250-EB-12-310-15-340	
39	Binding Foreman	..	5	145-6-175-7-210	200-10-250-EB-12-310-15-340	
40	Assistant Overseer	..	10	145-5-180	175-8-215-EB-10-275	
41	Senior Examiner	..	4	145-5-170-EB-10-220	200-10-250-EB-12-310-15-340	
42	Head Reader	..	3	145-6-175-7-210	200-10-250-EB-12-310-15-340	
43	Compose Foreman	..	9	145-6-175-7-210	200-10-250-EB-12-310-15-340	
44	Senior Assistant	..	3	145-8-185	175-8-215-EB-10-275	
45	Lino Operator	..	14	145-8-185	175-8-215-EB-10-275	
46	Type Storekeeper	..	1	145-8-185	160-7-188-EB-9-215-10-265	
47	Foreman	..	1	145-6-175-7-210	200-10-250-EB-12-310-15-340	
48	Head Draftsman	..	2	145-10-285-15-300	200-10-250-EB-12-310-EB-15-400	
49	Printing Foreman	..	1	145-5-195-EB-10-250	200-10-250-EB-12-310-15-340	
50	Head Photographer	..	1	145-10-285-15-300	200-10-250-EB-12-310-EB-15-400	
51	Electrician	..	2	(i) 137-4-165-EB-4-185-5-190 (ii) 100-3-130-EB-4-150	175-8-215-EB-10-275	
52	Senior Typewriter Mechanic	..	1	132-4-160-5-180	175-8-215-EB-10-275	

DIRECTORATE OF PRINTING AND STATIONERY—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
53	Typewriter Mechanic ..	1	132-4-160-5-180	175-8-215-EB-10-275	
54	Assistant Compose Foreman ..	10	132-4-160-5-180	175-8-215-EB-10-275	
55	Assistant Binding Foreman ..	2	132-4-160-5-180	175-8-215-EB-10-275	
56	Assistant Compose Supervisor ..	4	132-4-160-5-180	175-8-215-EB-10-275	
57	Head Binder ..	6	132-4-160-5-180	200-10-250-EB-12-310-15-340	
58	Machine Fitter ..	2	132-4-160-5-180	175-8-215-EB-10-275	
59	Photo Registrar ..	3	132-4-160-5-180	200-10-250-EB-12-310-15-340	
60	Outdoor Typewriter Mechanic ..	1	125-5-165	175-8-215-EB-10-275	
61	Type Super Caster Operator ..	1	125-5-165-EB-5-190	175-8-215-EB-10-275	
62	Assistant Mono Mechanic ..	1	125-5-165-EB-5-190	175-8-215-EB-10-275	
63	Mono Operator ..	31	125-5-165-EB-5-190	175-8-215-EB-10-275	
64	Mono Keyboard Operator ..	12	125-5-165-EB-5-190	175-8-215-EB-10-275	
65	Senior Caster Attendant ..	1	125-5-165-EB-5-190	175-8-215-EB-10-275	
66	Foundry Supervisor ..	2	125-3-140-4-160	175-8-215-EB-10-275	
67	Assistant Mechanic, Grade I ..	1	120-4-140-5-165	175-8-215-EB-10-275	
68	Draftsman ..	11	115-3-130-5-145	160-7-188-EB-9-215-10-265	
69	Offset Printer ..	3	115-3-145	125-4-145-EB-5-165-7-200	
70	Halio Printer ..	1	115-3-130	125-4-145-EB-5-165-7-200	
71	Assistant Head Binder ..	2	115-3-151-4-155	175-8-215-EB-10-275	
72	Section Holder ..	8	115-3-151-4-155	175-8-215-EB-10-275	
73	Assistant Mechanic, Grade II ..	1	105-4-145	125-4-145-EB-5-165-7-200	

74	Head Drawer	..	1	100-3-130	125-4-145-EB-5-165-7-200	
75	Head Packer	..	1	100-3-130	125-4-145-EB-5-165-7-200	
76	Carpenter	..	9	100-3-130	125-4-145-EB-5-165-7-200	
77	Driver	..	4	100-3-130	125-4-145-EB-5-165-7-200	
78	Junior Typewriter Mechanic	..	1	100-3-130	125-4-145-EB-5-165-7-200	
79	Cycle Mechanic	..	2	(i) 100-3-115 (ii) 95-3-110	125-3-140-EB-4-160	
80	Wireman	..	1	100-3-130	125-4-145-EB-5-165-7-200	
81	Mechanic	..	1	100-3-130-5-150	125-4-145-EB-5-165-7-200	
82	Typists (Roto Prints)	..	1	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	To be given special pay of Rs. 10-p.m.
83	Assistant Typewriter Mechanic-	..	1	100-3-130	125-4-145-EB-5-165-7-200	
84	Senior Binder	..	18	100-3-130	125-4-145-EB-5-165-7-200	
85	Carpenter-cum-Mechanic	..	1	100-3-130-5-150	125-4-145-EB-5-165-7-200	
86	Assistant Mechanic Fitter	..	2	100-3-130	125-4-145-EB-5-165-7-200	
87	Assistant Mechanic	..	1	100-3-130	125-4-145-EB-5-165-7-200	
88	Enlarger	..	2	100-3-130	125-4-145-EB-5-165-7-200	
89	Tracer	..	34	100-3-121-4-145	130-5-155-EB-7-190-EB-8-230-10-240	
90	Camera Operator	..	1	100-3-130	125-4-145-EB-5-165-7-200	
91	Hand Press Printer	..	3	100-3-121-4-145	125-4-145-EB-5-165-7-200	
92	Plate Toucher	..	3	100-3-121-4-145	125-4-145-EB-5-165-7-200	
93	Clerk-cum-Cashier	..	1	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
94	Junior Clerk	..	152	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	

DIRECTORATE OF PRINTING AND STATIONERY—Contd.

1	2	3	4	5	6
			Rs.	Rs.	Special pay of
			Rs. 5/- p.m. to 20 typists	130-5-155-EB-7-190-EB-8-230-10-240	Rs. 5/- p.m. to be continued for typists cutting stencils.
95	Typist	..	34 100-3-130-EB-4-170 + special pay of Rs. 10/- p.m.	130-5-155-EB-7-190-EB-8-230-10-240	
96	Cashier-cum-Clerk	..	2 100-3-130-EB-4-170 + special pay of Rs. 10/- p.m.	130-5-155-EB-7-190-EB-8-230-10-240	
97	Clerk-cum-Typist	..	1 100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
98	Compositor	..	359 95-3-125-EB-3-128-4-160	130-5-155-EB-7-190-EB-8-230-10-240	
99	Mono Caster Attendant	..	46 95-3-125-EB-3-128-4-140	125 4-145-EB-5-165-7-200	
100	Machineman	..	158 95-3-116-EB-4-140	125-4-145-EB-5-165-7-200	
101	Litho Printer	..	3 95-3-116-EB-4-140	125-4-145-EB-5-165-7-200	
102	Assistant Rotary Operator	..	4 95-3-116-EB-4-140	125-4-145-EB-5-165-7-200	
103	Rubber Stamp Operator	..	2 95-2-105-EB-3-120	125-4-145-EB-5-165-7-200	
104	Mono Reservist	..	5 91-3-130	125-4-145-EB-5-165-7-200	
105	Mono Key board Reservist	..	3 91-3-130	125-4-145-EB-5-165-7-200	
106	Caster Reservist	..	1 91-3-130	125-4-145-EB-5-165-7-200	
107	Lino Reservist	..	2 91-3-130	125-4-145-EB-5-165-7-200	
108	Proof Reader	..	67 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
109	Copy Holder	..	65 91-3-130	125-4-145-EB-5-165-7-200	
110	Junior Assistant	..	12 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
111	Senior Technical Assistant	..	3 90-2-120	125-4-145-EB-5-165-7-200	
112	Time keeper	..	3 91-3-130	125-4-145-EB-5-165-7-200	

H-48 (Vol. II) 87	113	Binder	..	196	85-2-93-3-120	125-3-140-EB-4-160
	114	Guillotineman	..	1	85-2-93-3-120	125-3-140-EB-4-160
	115	Technical Assistant	..	10	95-2-99-3-135	125-4-145-EB-5-165-7-200
	116	Vandyke Operator	..	1	85-2-99-3-135	125-4-145-EB-5-165-7-200
	117	Drawer	..	9	80-2-90-3-105	110-3-140
	118	Roller Caster	..	7	80-1-85	110-3-140
	119	Junior Technical Assistant	..	3	80-1-90	110-3-140
	120	Stereo Operator	..	2	95-3-116-EB-4-140	125-4-145-EB-5-165-7-200
	121	Issue-cum-Ledger-clerk	..	2	75-3-105	110-3-140
	122	Issue-checker/Issue clerk	..	6	75-2-85	110-3-140
	123	Die Stamp Operator	..	1	75-1-105	110-3-140
	124	Auxiliary Hand	..	5	75-1-105	110-3-140
	125	Stereo Typer	..	1	75-1-105	110-3-140
	126	Type Caster	..	6	75-1-105	110-3-140
	127	Packing Checker	..	5	70-2-80	100-2-110
	128	Packer	..	28	70-2-80	100-2-110
	129	Assistant Binder	..	229	70-1-80	100-2-110
	130	Assistant Machineman	..	12	70-1-80	100-2-110
	131	Flyman/Boy	..	65	70-1-80	100-2-110
	132	Reservist	..	6	70-1-75	100-2-110
	133	Lino Bar Attendant	..	2	65-1-75-EB-1-85	100-3-130
	134	Binder Boy	..	174	65-1-70	90-2-110

DIRECTORATE OF PRINTING AND STATIONERY—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
135	Machine Reservist	..	13 65-1-70	90-2-110	
136	Assistant Sterio Operator	..	1 65-1-70	90-2-110	
137	Assistant Sterio Typer	..	1 65-1-70	90-2-110	
138	Caster	..	9 65-1-70	90-2-110	
139	Apprentices	..	7 50-5-65	90-2-110	
140	Junior Technical Assistant (L.R.)	2	40/- fixed (unrevised)	90-2-110	
141	Despatcher	..	2 (i) 91-3-130-EB-4-170 (ii) 75-1-85	(i) 130-5-155-EB-7-190-EB-8-230-10-240 (ii) 100-3-130	
142	Warehouse Mukadam	..	2 85-2-93-3-120	125-3-140-EB-4-160	
143	Daftary	..	1 75-1-85	100-3-130	
144	Distributor	..	75 75-2-85	100-3-130	
145	Compose Reservist	..	62 75-1-80	100-2-110	
146	Galley Pressman	..	12 75-1-80	100-2-110	
147	Galley Reservist	..	4 75-1-80	100-2-110	
148	Workshop Attendant	..	2 70/- fixed	90-2-110	
149	Machine Assistant (Roneo)	..	10 70-1-80	100-2-110	
150	Naik	..	5 70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
151	Cylinder Proof Pressman	..	2 70-1-80	100-2-110	

152	Jamadar	..	1	70-1-80	100-2-110
153	Jamadar-watchman	..	2	70-1-80	100-2-110
154	Lascar	..	12	65-1/2-70	90-2-110
155	Counter	..	13	65-1-70	90-2-110
156	Assistant Proof Pressman	..	2	65-1-70	90-2-110
157	Hamal	..	5	65-1/2-70	90-2-110
158	Waterman	..	4	65-1/2-70	90-2-110
159	Mazdoor	..	77	65-1/2-70	90-2-110
160	Watchman	..	44	65-1/2-70	90-2-110
161	Mali	..	1	65-1/2-70	90-2-110
162	Sweeper	..	26	65-1/2-70	90-2-110
163	Sweeper-cum-Mazdoor	..	4	65-1/2-70	90-2-110
164	Peon	..	43	65-1/2-70	90-2-110
165	Halalkhor	..	2	65-1/2-70	90-2-110
166	Helper	..	18	65-1/2-70	90-2-110
167	Auxiliary	..	2	75-2-105	110-3-140

CHAPTER XI

LEGAL DEPARTMENT

SECTION 1—JUDICIAL DEPARTMENT

Under the Gujarat High Court, the City Civil and Sessions Court, Ahmedabad, the Courts of the City Magistrates, Ahmedabad, the Court of Small Causes, Ahmedabad and the District and Sessions Courts and the Courts subordinate thereto, viz., the Courts of the Civil Judges, Senior Division, Civil Judges, Junior Division and Judicial Magistrates, First Class, at District and Taluka Levels, in the State constitute the judiciary of the State and is known as the Judicial Department. The High Court has superintendence over all these Courts. The administrative control over those Courts is exercised by Government in consultation with the High Court. Pay scales of categories of posts special to the Department are discussed below :—

CITY CIVIL AND SESSIONS COURT, AHMEDABAD

The Ahmedabad City Civil and Sessions Court came to be established in 1961 under the Ahmedabad City Courts Act, 1961. The Principal Judge is the Head of the Department so far as the City Civil and Sessions Court is concerned and he is assisted by other Judges of that Court in the discharge of Judicial functions. The Principal Judge is also the Sessions Judge for the Sessions Division comprising of the City of Ahmedabad while the other Judges of the Court are appointed as Additional Sessions Judges. They exercise unlimited original civil jurisdiction and all the powers of Sessions Judge/Additional Sessions Judge under the Criminal Procedure Code.

(i) Principal Judge (Rs. 2200/-) and Judges of the City Civil Court (Rs. 1800/-)

The appointment of the Principal Judge is made from amongst the Judges of the City Civil Court or the District Judges or the members of the Bar. Similarly, the appointment of Judges of the City Civil Court is made from amongst the District Judges or from amongst the members of the Bar of not less than seven years' standing. The post of the Principal Judge carries a fixed pay of Rs. 2200/-, while those of the Judges of the City Civil Court carry a fixed pay of Rs. 1800/-, which is also, incidentally, the maximum of the scale of the District Judges.

The Legal Secretary has recommended that the Principal Judge and the Secretary to the Government in the Legal Department should be put on the same scale of pay. The pay scale of the Secretary to Government in the Legal Department is Rs. 2500-125/2-2750. For the posts of other Judges of the City Civil Court, the Legal Secretary has recommended a fixed pay of Rs. 2000/-.

The High Court has recommended a fixed pay of Rs. 2750/- for the Principal Judge and Rs. 2250/- for the other Judges of the City Civil Court. The High Court has pointed out that the Principal Judge and the other Judges of the Bombay City Civil and Sessions Court get fixed pay of Rs. 2,500/- and Rs. 2,000/- respectively and that the Bombay City Civil Court has limited original civil jurisdiction i.e. limited to suits the value of which does not exceed Rs. 25,000/- while the Ahmedabad City Civil Court has unlimited original civil jurisdiction. The High Court has further pointed out that the conditions at the Bar and also in the Judiciary have radically altered since 1956 and that suitable members of the Bar are reluctant to accept appointment as Judges of the City Civil Court. The High Court has also stated that the maximum of the scale of the District Judges being the same as the fixed pay of the Judges of City Civil Court viz. Rs. 1,800/-, Senior District Judges may not come forward to accept the post in the City Civil Court.

The Gujarat Judicial Service Association has demanded fixed pays of Rs. 2,750/- and Rs. 2,500/- for the posts of Principal Judge and the other Judges of the City Civil Court, respectively.

Some of the reasons advanced by the Association as also by the High Court for better pay scales for the various categories of Judicial Officers are the limited prospects of promotion for Judicial Officers, the necessity of attracting the best talents from the Bar to man the Judicial posts in order to have an efficient, independent and fearless judiciary, the late age of entry into judicial service and the increased chances of establishing lucrative practice at the Bar.

The need for attracting capable members of the Bar to the higher level posts in the judiciary needs no emphasis. The scales of pay have also to be appropriate to and consistent with the status and responsibility of the posts. The considerations to which the High Court has invited reference are also germane. The Commission is however unable to accept the suggestion for parity in scales of pay of the Principal Judge and the Legal Secretary as the responsibilities of the latter as the Principal Adviser to Government in his sphere are definitely more extensive and variegated. The fact that the scale of the Legal Secretary is at par with the scale of pay of other Secretaries to Government also serves to underscore the different basis on which it has been prescribed. In the circumstances the Commission recommends a fixed pay of Rs. 2,400/- in the case of the Principal Judge and a scale of Rs. 1800-100-2000 for the posts of judges of the City Civil Court. The Commission considers that a scale of pay is not necessary at the level of the highest post of Principal Judge. A scale of pay for the posts of Judges has however been recommended consistent with the Commission's general policy.

In addition to the above posts of Judicial Officers, there is a post of Commissioner for Taking Accounts in the City Civil Court. He is drawn on deputation from the cadre of Civil Judges (Senior Division) and draws his own scale. He is, however, borne on the establishment of the High Court and, therefore, the Commission does not make any recommendation in regard to his pay scale.

COURT OF SMALL CAUSES, AHMEDABAD.

This Court came to be established in 1961 under the Ahmedabad City Courts Act, 1961 and has replaced the earlier Court of Small Causes which was established under the Provincial Small Cause Courts Act, 1887.

(ii) **Chief Judge (Rs. 1100-1300)** **Judge (Rs. 1000-1100)**

The Chief Judge of the Court is the Head of the Department and is assisted by other Judges. These Judges exercise jurisdiction under the Presidency Small Cause Courts Act, 1882, and their jurisdiction extends to the city limits of Ahmedabad. The Chief Judge carries the pay scale of Rs. 1100-1100-50-1150-75-1300, while the other Judges have the pay scale of Rs. 1000-50-1100.

Appointment to the post of the Chief Judges is made by promotion from amongst Civil Judges (Senior Division), Judges of Small Cause Court and City Magistrates, or by transfer of Assistant Judges. Appointment to the posts of Judges is made by promotion or by nomination from amongst Civil Judges (Senior Division), Civil Judges (Junior Division) and Judicial Magistrates, First Class. Appointment by nomination is also made from amongst the members of the Bar with not less than 5 years' standing. The High Court has recommended a pay scale of Rs. 1450-1650 for the Chief Judge and a pay scale of Rs. 1100-1400 for the other Judges of the Small Cause Court. The High Court has pointed out that the post of the Chief Judge is the only post of promotion available to the Judges of the Small Cause Court and that the prospect is further limited by a provision for appointment of an Assistant Judge to that post by transfer. The Judicial Service Association has demanded a pay scale of Rs. 1850-2000 for the Chief Judge and of Rs. 1200-1600 for the other Judges of the Small Cause Court.

Having regard to the method of recruitment to these posts and the relativities within the Judicial Department the Commission recommends that the post of Chief Judge, Small Cause Court, should carry the scale of Rs. 1300-60-1600 and the posts of Judges should carry the scale of Rs. 1050-50-1100-60-1400.

COURTS OF CITY MAGISTRATES

The Magistrates' Courts are established for the city of Ahmedabad under the City Courts Act, 1961. These Courts are similar to the Courts of Presidency Magistrates at Bombay and the City Magistrates at Ahmedabad exercise the same powers as the Presidency Magistrates under the Criminal Procedure Code.

(iii) **Chief City Magistrate** (Rs. 1100-1300)
City Magistrate (Rs. 785-1010)

The appointment to the posts of the Chief City Magistrate and the City Magistrates is made in the same manner as the Chief Judge and the Judges, respectively, of the Small Causes Court. The High Court has recommended the equation of the posts of Chief City Magistrate with that of Chief Judge of the Small Cause Court and the posts of Magistrates with posts of Civil Judges (Senior Division). The Judicial Service Officers' Association has also asked for the same pay scale for the post of Chief City Magistrate as for the Chief Judge of the Small Cause Court. For the posts of City Magistrates the Association has asked for a pay scale of Rs. 1200-1600 on par with that of Judges of the Small Cause Court. The Secretary, Legal Department, has supported this equation. The Commission is of the view that having regard to the duties of the posts of City Magistrates and of Civil Judge (Senior Division) the equation recommended by the High Court is essentially fair and accordingly recommends the following scales :—

Chief City Magistrate : Rs. 1300-60-1600.
 City Magistrate : Rs. 850-50-1000-EB-55-1275.

(iv) **Registrar, City Civil Court** (Rs. 800-1000)

Appointment to the post of Registrar of the City Civil Court is made either by promotion from amongst members of the City Civil Court establishment or by transfer of a member of the High Court staff or a Civil Judge (Senior Division) and Judicial Magistrate, First Class and in either case the basic qualification is a degree in Law with seven years' experience of the working of the Courts. The appointment is also made by nomination from amongst the persons referred to above having the necessary qualification or from amongst the members of the Bar with not less than seven years' standing.

The High Court has recommended a scale of Rs. 850-50-1150 for the post of Registrar, City Civil Court, on the ground that the pay scale at Bombay for this post is much higher though the duties at Ahmedabad are in no way less onerous. The High Court has further pointed out that the scale at Ahmedabad is prescribed on *ad hoc* basis and there is stagnation after three years and therefore there is no incentive for the incumbent.

Keeping the recruitment provisions in view and appropriate to the level of responsibility of the post of Registrar the Commission recommends the scale of Rs. 850-50-1000-EB-55-1275, the same as proposed for Civil Judge (Senior Division).

(v) **Deputy Registrar, City Civil Court** (Rs. 395-570)

Appointment to the post of Deputy Registrar is made by promotion from subordinate staff or transfer or nomination of a member of High Court staff, the basic qualification in the case of Deputy Registrar being Law degree and 5 years' experience of the working of the Courts or three years' practice at the Bar or, in the case of persons without Legal qualifications, 10 years' experience of the working of the Courts.

The High Court has recommended a pay scale of Rs. 500-25-700 for the Deputy Registrars on the same ground as that for the post of the Registrar. The Commission recommends a scale of Rs. 350-20-450-EB-25-550-EB-30-700 for this post having regard to the nature of duties to be performed by incumbents of the office of Deputy Registrars.

(vi) **Registrar, Small Cause Courts and Registrar, City Magistrates' Courts** (Rs. 370-470)

Appointment to the post of Registrar in the Small Cause Court and the City Magistrate's Court is made by promotion, transfer or nomination as in the case of the above post. The basic qualifications for appointment is a degree in Law with five years' experience of the working of the Courts or 3 years' practice at the Bar.

The High Court has recommended a pay scale of Rs. 450-20-650 for these posts on the ground that the duties and responsibilities are of onerous nature and the present scale is not commensurate with the duties and responsibilities attached to the post. The High Court has also stated that there is no objection to equate these posts with those of the Deputy Registrars in the City Civil Courts. The Commission considers that such equation would be justified and proposes for these posts the same scale as for the post of Deputy Registrar, City Civil Court.

DISTRICT JUDICIAL SET-UP

The District Judicial set-up is different from the one in the city of Ahmedabad. In each district, there is a District and Sessions Court exercising both original and appellate civil jurisdiction. The District Judge is the Head of the Department for his district and he is also the Sessions Judge for the Sessions Division comprising of his district. He is assisted by Assistant Judges and Additional/Assistant Sessions Judges in the discharge of his judicial functions. Below the level of District Courts, there are Courts of Civil Judges (Senior Division) who exercise unlimited original civil jurisdiction. At the bottom are the Courts of the Civil Judges (Junior Division) who are also Judicial Magistrates, First Class.

(vii) **District Judge** (Rs. 900-1800)

Appointment to the post of District Judge is made by promotion of Assistant Judges or by nomination from amongst the members of the Bar with not less than seven years' standing at the Bar. The scale for the posts of District Judges is the same as of the Senior Time scale of the I.A.S. Rs. 900-1800. A promotee starts in this scale with an increase of Rs. 100/- or more subject to a maximum of Rs. 200/- over his substantive pay. A direct recruit from the Bar starts at Rs. 1120/- if his initial appointment is as Assistant Judge, otherwise he starts at such stage as would enable him to reach the maximum during the last year of his retirement.

The High Court has recommended that the District Judges should continue to get the Senior I.A.S. scale, but there should be selection grade of Rs. 2250/- for two posts. The High Court has further recommended that the promotee should start at Rs. 1420/- in the scale and the direct recruit, if initially appointed as Assistant Judge, should start at Rs. 1300/-, and otherwise at such stage as would enable him to reach the maximum at the age of 55. The grounds urged by the High Court are that on an average a promoted District Judge does not reach the maximum of the scale before retirement; that the necessity of attracting the best talents from the Bar to man the posts of District Judges is being keenly felt and that according to the Government of India's orders there should be 20% of Senior posts in the selection grade.

The Judicial Service Association has also recommended the Senior I.A.S. scale and also selection grade for the post of District Judge.

The Secretary to Government in the Legal Department has stated that the cadre of District Judges being separate from that of the Judges of the City Civil Court, selection grade for District Judges would be justified. He has recommended a fixed pay of Rs. 2250/- for the selection grade post. He was of the view that one selection grade post will be sufficient in the present circumstances.

The Commission does not propose any change in the pay scales of the posts of District Judges in view of the existing parity with the Senior Time scale of the I.A.S. The demand for a selection grade would have been normally unacceptable to the Commission since the Commission

has not generally favoured creation of selection grades for the higher services. However, in the case of the cadre of District Judges what has weighed with the Commission in recommending a selection grade is the fact that the cadre of Judges of the City Civil Court is distinct and does not necessarily represent a normal or usual channel of advancement. Accordingly the Commission recommends a selection grade carrying the same scale as the selection grade for the Senior I.A.S. cadre for two posts.

(viii) Assistant Judges (Rs. 800-1100)

Appointment to these posts is made by promotion of Civil Judges (Senior Division) and (Junior Division) with not less than seven years' service and who are below 45 years of age.

The High Court has recommended a scale of Rs. 1100-50-1400 for Assistant Judges, *i.e.* on par with that recommended for Judges of the Small Cause Court at Ahmedabad. The High Court has pointed out that there being direct recruitment from members of the Bar to 50% of the posts of District Judges, the prospects of promotion for Assistant Judges are limited and that the Assistant Judges share a fair amount of work of the same nature with District Judges.

The Judicial Service Association has also recommended a pay scale on par with that of Small Cause Court Judges.

The Secretary, Legal Department, has also stated that the Assistant Judges should be equated with Small Cause Court Judges in the matter of pay scale. The Commission accepts this equation and recommends the scale of Rs. 1050-50-1100-60-1400 for the posts of Assistant Judges.

(ix) Civil Judge (Senior Division) (Rs. 795-975)

Appointment to this post is made by promotion from Civil Judges (Junior Division) and Judicial Magistrates, First Class. The post at present carries the pay scale of Rs. 795-40-875-50-975.

The High Court had initially recommended a common pay scale of Rs. 450-30-750-EB-35-1100-50-1150 for the posts of Civil Judges, Senior Division and Junior Division, with the proviso that on promotion to Senior Division, the Civil Judge should start at Rs. 820/- and should get a special pay of Rs. 150/-. The Judicial Service Association also recommended a common scale for the two categories of the post. However, subsequently both the High Court and the Association have recommended separate scales for the two cadres. The High Court recommended the scale of Rs. 820-1190 (with selection grade of Rs. 1100-50-1300 for three posts) and the Judicial Service Association recommended the scale of Rs. 1150-50-1500 for the Civil Judge (Senior Division). The High Court also wants the post of the Civil Judges (Senior Division) to be in the same scale as that of City Magistrates, Ahmedabad. The Secretary, Legal Department has pointed out that it will not be feasible to have a common scale for the Civil Judges, Senior Division, and Junior Division. The Secretary stated that the pay scale recommended by the Law Commission in 1958 *viz.* Rs. 600-1100 may be adopted with suitable modification having regard to the conditions prevailing at present.

Having regard to the fact that the posts of Civil Judges (Senior Division) are entirely filled on promotion from the cadre of Civil Judge (Junior Division) and the opportunities of promotion as Assistant Judges and as Judges, Small Causes Court, open to them, the Commission is unable to accept the demand for a selection grade. The prospects of promotion in several Departments of Government at corresponding levels cannot be said to be any better. However, in view of the fact that the age bar for promotion to the posts of Assistant Judges rules out promotion to many the Commission recommends a scale of Rs. 850-50-1000-EB-55-1275 which carries a considerably improved maximum.

(x) **Civil Judge (Junior Division) (Rs. 370-750)**

Appointment to this post is made by nomination from the members of the Bar of not less than three years' standing.

The High Court has recommended a pay scale of Rs. 450-990 for this post. The grounds urged by the High Court are : late entry age, lack of adequate promotion prospects, difficulty of recruiting officers of requisite standard in this cadre and the onerous and responsible nature of duties.

The Judicial Service Association has recommended a pay scale of Rs. 500-40-700-50-1150 for this post.

The Secretary, Legal Department, has proposed that the pay scale recommended by the Law Commission in 1958, viz. Rs. 350-700 for Civil Judge (Junior Division) may be adopted with suitable modifications having regard to the rise in prices since 1958.

The Commission considers that the need for recruiting members of the Bar with the requisite standard, at this level, should be the main consideration while proposing a revision of the scale. The prospects of promotion of this cadre also appear to be inadequate. The Commission therefore feels that the starting salary should be high. The discussions the Commission had with the representatives of different Bar Associations also point in the same direction. Indeed they suggested that the minimum standing should also be raised to five years. The Commission recommends a scale of Rs. 500-30-650-EB-35-825-EB-40-905-45-950 for the posts of Civil Judges (Junior Division).

NON-JUDICIAL STAFF (NON-GAZETTED)(xi) **Clerk of the Court, District Court (Rs. 205-280)**

The Clerk of the Court is the highest ministerial officer in the District judiciary. He is appointed by promotion from amongst the members of the staff in the respective district and is transferable throughout the State.

The High Court has recommended a pay scale of Rs. 300-20-400-25-450 for the post. The High Court has pointed out that the post is comparable to that of the Chitnis to the Collector and that the incumbent is required to perform both administrative and *quasi-judicial* duties. The High Court has further pointed out that the duties and responsibilities of the post has increased to a greater extent after the separation of the judiciary from the executive and that the incumbent has to shoulder very heavy responsibility and put in work of very arduous nature and that it is a matter of regret that the pay scale of the post has remained unrevised for a very long time. He is of great assistance to the District Judge in administrative matters. Promotion to this post is available only at the fag end of service and as the incumbent is transferable throughout the State, many persons refuse to accept the post.

Several Class III Judicial Staff Associations have demanded a scale of Rs. 650-25-800 for this post.

The Secretary, Legal Department, has recommended that having regard to the very responsible and onerous duties required to be performed by the Clerk of the Court, the pay scale should be on par with that of the Superintendent in the High Court. The Commission is fully impressed by the reasons advanced by the High Court and considers that a revision of the scale of pay commensurate with the nature of responsibilities of the post is necessary. In the circumstances the Commission recommends for the posts the scale of Rs. 250-12-310-EB-15-400-EB-20-480.

The incumbents of the lower posts when promoted to the post of the Clerk of the Court shall have their pay fixed in the recommended scale at not less than Rs. 310/-. The Commis-

sion has made this specific recommendation in view of the fact that the minima of the recommended scale for the post of the Clerk of the Court and of the lower posts from which promotion is made to this level are the same. In the interests of rationalisation the Commission has not considered it necessary to evolve a separate pay scale with a higher minimum for the post of the Clerk of the Court. Hence this recommendation.

(xii) **Bailiffs (Rs. 75-105)**

The posts of Bailiffs exist under the District Judicial set-up and in the City Civil Court and Small Cause Court at Ahmedabad. Appointments to these posts are made by selection from amongst class IV servants of the respective Courts holding the basic qualification, viz. regional language final examination. The present scale of the post is Rs. 75-105.

The High Court has recommended a scale of Rs. 100-3-115-4-135-5-160 for the post. The High Court has stated that the duties of the Bailiffs are of a very responsible nature. They are not only required to serve processes of the Court, sometimes out of office hours, but they are also required to attend to the work of execution of decrees.

Several Judicial Staff Associations belonging to various districts have demanded a pay scale of Rs. 150-5-200 for the Bailiffs on the ground of heavy responsibility attached to the post and lack of promotion prospects. The Mehsana District Bailiffs' Association has also demanded a pay scale of Rs. 150-200, while the Kaira District Bailiffs' Association has demanded a scale of Rs. 150-5-200-10-300 for Bailiffs.

The Secretary, Legal Department, has recommended a scale of Rs. 100-5-175 having regard to the important and responsible nature of duties required to be performed by the Bailiffs, outlined in the Bailiffs' Manual.

The Commission considers that the scale of Rs. 110-3-140 would be fair and adequate and in keeping with the duties of the posts of Bailiffs and accordingly recommends the scale.

(xiii) **Special Pay**

The post of Chief Judge, Small Cause Court, carries a special pay of Rs. 100/- p.m. for the work under the Employees' State Insurance Act which does not form part of the normal duties of the Chief Judge. The Commission recommends the continuance of this special pay at the existing rate.

The High Court has proposed that there should be three selection grade posts of Superintendents in the City Civil Court in order to provide incentive and adequate prospects of promotion to the members of the staff. The High Court has not proposed a separate selection grade but has proposed that three posts of Superintendents should be given a special pay of Rs. 50/- p.m.

Grant of special pay under such circumstances is not justified and the Commission has not proposed any selection grade for promotion posts on ministerial cadres. The proposal is therefore not acceptable. A similar proposal for grant of special pay to some posts of Clerks of the Court is not also accepted.

SCHEDULE

JUDICIAL DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>				
1	Principal Judge, City Civil Court, Ahmedabad	1	2200/-fixed	2400/-fixed	
2	Judge, City Civil Court, Ahmedabad	8	1800/-fixed	1800-100-2000	
3	Chief Judge, Small Cause Court, Ahmedabad	1	1100-1100-50-1150-75-1300 + special pay of Rs. 100/-p.m.	1300-60-1600	Special pay to be continued.
4	Chief City Magistrate, Ahmedabad	1	1100-1100-50-1150-75-1300	1300-60-1600	
5	Judge, Small Cause Court	5	1000-50-1100	1050-50-1100-60-1400	
6	City Magistrate, Ahmedabad	10	785-25-810-40-1010	850-50-1000-EB-55-1275	
7	District & Sessions Judge	16	900-50-1000-60-1600-50-1800	900-50-1000-60-1600-50-1800	
8	Assistant Judge	16	800-50-1100	1050-50-1100-60-1400	
9	Civil Judge (Senior Division)	22	795-40-875-55-975	850-50-1000-EB-55-1275	
10	Civil Judge (Junior Division)	173	370-380-390-20-570-EB-35-710-40-750	500-30-650-EB-35-825-EB-40-905-45-950	
11	Registrar, City Civil Court	1	800-25-850-50-1000	850-50-1000-EB-55-1275	
12	Deputy Registrar, City Civil Court	2	395-10-405-15-420-25-570	350-20-450-EB-25-550-EB-30-700	
13	Registrar, Small Cause Court, Ahmedabad	1	370-20-470	350-20-450-EB-25-550-EB-30-700	
14	Registrar, City Magistrates' Court	1	370-20-470	350-20-450-EB-25-550-EB-30-700	

JUDICIAL DEPARTMENT—Concl'd.

1	2	3	4	5	6
	<i>Non-Gazetted</i>		Rs.	Rs.	
15	Superintendent, Ahmedabad City Courts	20	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
16	Clerk of the Court, District Court	16	205-10-265-15-280	250-12-310-EB-15-400-EB-20-480	
17	Head Clerk and Criminal Superintendent in District Court, Baroda	1	205-10-265-15-280	250-12-310-EB-15-400-EB-20-480	
18	Assistant Superintendent, Ahmedabad City Civil Court	6	145-8-185-10-215	200-10-250-EB-12-310-15-340	
19	Librarian, City Civil Court, Ahmedabad	1	145-8-185-10-215	200-10-250-EB-12-310-15-340	
20	Shirastedar, Small Cause Court and City Magistrates' Court, Ahmedabad	15	145-8-185-10-215	200-10-250-EB-12-310-15-340	
21	Head Clerk, Nazir, Record Keeper (District Court) and Clerk of the Court (Senior Division)	67	145-8-185-10-215	250-12-310-EB-15-370	
22	Stenographer, City Civil Court, Ahmedabad	10	225-10-275-15-395-EB-15-470	325-15-400-EB-20-500-EB-25-575	
23	Stenographer, Small Cause Court, City Magistrates' Courts and District Courts	30	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
24	Senior Clerk in District Court, City Magistrates' Court, Clerk of the Court and Nazir (Junior Division Court)	221	145-8-185	200-10-250-EB-12-310	

25	Record Keeper, Small Cause Court	1	145-8-185	200-10-250-EB-12-310	
26	Junior Clerk	1369	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
27	Clerk-cum-Steno	77	91-3-130-EB-4-170 (+ Rs. 15/-p.m. Shorthand allowance to Steno)	130-5-155-EB-7-190-EB-8-230-10-240	
28	Clerk-cum-Cashier	14	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
		10	145-8-185 Special pay [of Rs. 5 to 25/-p.m. as per volume of cash handling to 14 posts	200-10-250-EB-12-310	
29	Section Writer, City Courts, Ahmedabad	36	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
30	English Section Writer, District and Subordinate Courts	239	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
31	Regional Section Writer, District and Subordinate Courts	84	85-3-130	130-5-155-EB-7-190-EB-8-230-10-240	
32	Bailiff	670	75-2-105	110-3-140	
33	Havildar	23	80-1-85	100-3-130	
34	Naik	25	70-1-80	90-2-110	To be given Special pay of Rs. 5/- p.m.
35	Court Keeper/Filer/Book Binder, City Civil Court	3	70-1-65-2-85-3-110	100-3-130	
36	Book Binder	2	70-1-85	100-3-130	
37	Peon, Hamal, Jail-Warder, etc.	843	65-1-70	90-2-110	
38	Watchman		60/-fixed	90-2-110	
39	Waterman	2	30/-fixed	100/- consolidated (if full time post)	

**SECTION 2—OFFICES OF THE GOVERNMENT PLEADER, HIGH COURT, THE
GOVERNMENT PLEADER, CITY CIVIL COURT AND THE PUBLIC PROSECUTOR,
CITY SESSIONS COURT, AHMEDABAD**

The Government Pleaders and the Public Prosecutors are not on regular time scales of pay, but they are paid what is called a retainer and/or fixed fees for each case conducted by them on behalf of Government. They are assisted in their functions by regular staff sanctioned by the Government. There are no posts which are special to these offices. However, the pay scale for the post of the P.A. to the Government Pleader, High Court, is discussed below.

P. A. to the Government Pleader, High Court

Appointment to the post is by nomination. The post carries the pay scale of Rs. 260-15-380-EB-20-520. The qualifications for recruitment to the post are a Degree in Law and three years' practice at the Bar or administrative experience. His duties include drafting of memos, complaints, case note, etc. and administrative duties in the office.

The Government Pleader, High Court, had proposed to Government that the post of the P.A. should be on par with that of the Assistant Registrar in the High Court on the ground that the duties and responsibilities of the P.A. are similar to those of the Assistant Registrar. He had proposed a scale of Rs. 620-1070 which is the scale of Assistant Registrar in the High Court.

The staff Association of the Government Pleader's office has demanded a pay scale of Rs. 800-1600 for the post of P.A. The Secretary, Legal Department, has stated that the post of P.A. could be equated with that of the Superintendent in the High Court. He also suggested that the post can also be included in the cadre of Superintendents in the Legal Department.

The Commission is unable to accept the equation sought by the Government Pleader. The qualification and the nature of duties of the post are comparable to those of many posts of the Legal Officer Class and the scale of Rs. 350-20-450-EB-25-550-EB-30-700 is therefore recommended for this post.

SCHEDULE

OFFICES OF THE GOVERNMENT PLEADER, HIGH COURT, THE GOVERNMENT PLEADER, CITY CIVIL COURT AND THE PUBLIC PROSECUTOR, CITY SESSIONS COURT, AHMEDABAD

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.		
1	P. A. to Government Pleader ..	1	260-15-380-EB-20-520	350-20-450-EB-25-550-EB-30-700	
	<i>Non-Gazetted</i>				
2	Junior Superintendent ..	2	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
3	Managing Clerk ..	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
4	Assistant Superintendent ..	1	250-10-300-15-360	325-15-400-EB-20-500-25-525	
5	Stenographer, Grade II ..	2	(i) 180-10-280-15-340 (ii) 145-5-170-6-200-EB-6-218-8-274	250-12-310-EB-15-400-EB-20-460 250-12-310-EB-15-400-EB-20-460	
6	Stenographer ..	—	160-10-260 (pre-revised)	250-12-310-EB-15-400-EB-20-460	
7	Head Clerk ..	1	165-8-245	250-12-310-EB-15-370	
8	Senior Clerk ..	2	145-8-185	200-10-250-EB-12-310	
9	Noting Assistant ..	—	100-8-140 (pre-revised)	200-10-250-EB-12-310	
10	Accountant ..	—	100-8-140 (pre-revised)	200-10-250-EB-12-310-15-340	
11	Clerk ..	12	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
12	Steno-typist ..	2	91-3-130-EB-4-170 + shorthand allowance	130-5-155-EB-7-190-EB-8-230-10-240	
13	Typist ..	8	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
14	Clerk-cum-typist ..	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
15	Naik ..	1	70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
16	Peon ..	9	65-1/2-70	90-2-110	

SECTION 3 —CHARITY ORGANISATION

The office of the Charity Commissioner, commonly known as the Charity Organisation, came into existence in 1952 when the provisions of the Bombay Public Trust Act, 1950 were brought into force. On the formation of the Gujarat State, the Charity Organisation of Gujarat came to be set up. It works under the administrative control of the Legal Department. The Charity Commissioner is the Head of the Department. The Organisation keeps control over the accounts of all classes of Public Trusts and conducts inquiries into the complaints in respect of the administration of the Trusts. Categories of posts special to the Department are discussed below :—

(i) Deputy Charity Commissioner (Rs. 675-1060)

Appointment to this post is made by nomination from Legal Practitioners of eight years' standing or from Judicial Officers of the rank of Civil Judges (Senior Division) or Small Cause Court Judges. The appointment is also made by promotion of Assistant Charity Commissioner. The Deputy Charity Commissioner is in charge of Regional or Sub-Regional Offices of the Organisation.

The Charity Commissioner has recommended that the pay scale of the post should be the same as in Maharashtra State as the duties and responsibilities of the post are the same in both the States. He, however, proposed a pay scale of Rs. 800-1300.

The Secretary, Legal Department, has stated that the post of Deputy Charity Commissioner can be equated with that of the Civil Judge (Senior Division). The Commission considers that the equation is sound and recommends the same pay scale for the post as for Civil Judge (Senior Division) viz., Rs. 850-50-1000-EB-55-1275.

(ii) Assistant Charity Commissioner (Rs. 420-825)

Appointment to the post is made by nomination of those who have legal practice of seven years or from Judicial officers of the rank of Civil Judges (Junior Division) of not less than 4 years' service. Like the Deputy Charity Commissioner, the Assistant Charity Commissioners, are also in charge of Regional or Sub-Regional offices. The post carries the pay scale of Rs. 420-825.

The Charity Commissioner has recommended that the pay scale for the post should be the same as in Maharashtra as the duties and responsibilities are the same in both the States. He however proposed a pay scale of Rs. 560-965.

The Secretary, Legal Department, has stated that the pay scale for the post should be the same as that for Civil Judges (Junior Division) with the proviso that he should be started with four advance increments. The Commission is of the view that in view of the longer years of practice expected of recruits a higher start would be justified. Looking to the nature of duties of the post and the qualifications to which reference has been made above the Commission recommends a scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100 with a start at Rs. 560/-.

(iii) Director of Accounts (Rs. 675-1060)

The qualifications for recruitment to the post require a candidate to be a Chartered Accountant. The Director is in charge of the entire accounts administration of the Department. The post is isolated and carries no prospect of promotion. The Charity Commissioner has recommended a pay scale of Rs. 900-1500. The Commission considers that the scale of Rs. 850-50-1000-EB-55-1275 would be in keeping with the qualification and responsibilities of the post.

(iv) **P. A. to Charity Commissioner** (Rs. 370-635) .

The post of P.A. is filled by promotion of the members of the ministerial staff. The posts of Superintendents to whom this is a promotion post have been put on a scale of Rs. 350-600. Consistent with internal relativities the Commission recommends for this post the scale of Rs. 425-25-550-EB-30-670-EB-35-775.

Special Pays

The post of the Charity Commissioner carries a special pay of Rs. 200/- p.m. The special pay is given as no separate scale for the post is prescribed but the incumbent is drawn from the Judiciary from the cadre of District Judges.

The Charity Commissioner has recommended that the special pay should be merged in the scale and an independent scale should be prescribed for the post. The Commission does not consider any change of the present arrangement necessary.

SCHEDULE

CHARITY ORGANISATION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Charity Commissioner	..	1 Grade pay of District Judge + Rs. 200/-p.m. special pay	No change	
2	Joint Charity Commissioner	..	1 Grade pay of District and Sessions Judge + special pay of Rs. 200/- p.m., if drawn from Judiciary otherwise as fixed under normal rules	No change	
3	Deputy Charity Commissioner	2	675-705-735-30-885-EB-35-1060	850-50-1000-EB-55-1275	
4	Director of Accounts	..	1 685-735-30-885-EB-35-1060	850-50-1000-EB-55-1275	
5	Assistant Charity Commissioner	4	420-445-470-25-495-30-585-30-645-EB-30-825	500-30-650-EB-35-825-EB-45-1050-50-1100	Direct recruits to be given higher start at Rs. 560/-;
<i>Non-Gazetted</i>					
6	Personal Assistant	..	1 370-25-520-EB-25-545-30-635	425-25-550-EB-30-670-EB-35-775	
7	Superintendent (Head Office)	2	340-15-520	350-20-450-EB-25-600	
8	Legal Assistant (Head Office)	1	250-10-300-15-330-20-370	350-20-450-EB-25-600	
9	Superintendent (Regional)	5	205-10-265-15-280	325-15-400-EB-20-500-25-525	
10	Stenographer Grade II	..	2 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
11	Accountant (Head Office)	..	3 180-9-270	250-12-310-EB-15-370	
12	Accountant (Regional)	..	10 185-10-215	250-12-310-EB-15-370	

13	Inspector	..	11	185-10-215	250-12-310-EB-15-370
14	Bench Clerk	..	2	145-8-185-10-215	200-10-250-EB-12-310-15-340
15	Deputy Accountant & Accountant (OT)		4	145-8-185	200-10-250-EB-12-310-15-340
16	Senior Clerk	..	12	145-8-185	200-10-250-EB-12-310
17	Steno-typist	..	5	91-3-130-EB-4-170 + shorthand allowance	130-5-155-EB-7-190-EB-8-230-10-240
18	Junior Clerk and Record Keeper		43	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
19	Typist	..	2	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
20	Naik	..	1	70-1-80	To be given special pay of Rs. 5/-p.m.
21	Peon	..	24	65-1/2-70	
22	Night Watchman	..	5	65-1/2-70	
23	Attendant	..	11	80/-consolidated	100/-consolidated

CHAPTER XII

PANCHAYATS AND HEALTH DEPARTMENT

SECTION 1—DIRECTORATE OF HEALTH AND MEDICAL SERVICES

The Directorate of Health and Medical Services deals with medical care, medical education and maintenance of public health. The medical care aspect is administered through a net work of hospitals, dispensaries and primary health centres manned by qualified doctors. Medical education is imparted at the colleges established at Ahmedabad, Baroda, Surat and Jamnagar. The Public Health wing of the Department handles the prevention and control of communicable diseases, such as leprosy, tuberculosis, small pox, filaria, malaria etc. The Director of Health and Medical Services is in overall charge of the Department.

(i) Director (Rs. 1600-2000)

As discussed in the Chapter on the scales of pay of Heads of Departments, the Commission recommends the pay scale of Rs. 1800-100-2000 for the post of Director of Health and Medical Services.

(ii) The Joint Director of Public Health Services (Family Planning) (Rs. 1600-1800)

The post of Joint Director has been created only recently and has been filled by promotion. The Joint Director is in overall charge of direction and coordination of family planning activities in the State. The Association of Public Health Services has proposed a pay scale of Rs. 1800-2250 for the post. The Commission feels that with due regard to the duties and responsibilities attached to the post and with reference to the pay scales recommended for comparable posts in other Departments, and the intra-departmental relativities the scale for this post can be the same as that of Deputy Director with the provision of a special pay in addition in recognition of higher responsibilities. Accordingly the Commission recommends the scale of Rs. 1400-60-1640-80-1800 plus a special pay of Rs. 150/- p.m. for the post.

(iii) Deputy Directors (Rs. 1300-1500)

Posts of Deputy Directors are filled on the public health side on promotion of Assistant Director of Public Health and on the medical side on nomination or on promotion of the officers of Gujarat Medical Service Class I. The Director has recommended for these posts the scale of Rs. 1300-1800. Consistent with the scales of pay proposed for the higher posts and the posts from which promotion is made to this level and in accordance with the principle of broad-banding, the Commission recommends the scale of Rs. 1400-60-1640-80-1800 for these posts.

(iv) Medical Officer Class

The gazetted staff in the administrative wings of the Department are grouped into separate independent services. Each such service consists of cadres having gazetted posts of Class I and Class II levels.

In both the wings class II posts are filled by direct selection through the Public Service Commission; the basic qualification prescribed for recruitment being the M.B.B.S. degree. On the medical side promotion to this level is available to Doctors from Class III who are L.C.P.S. and have put in 10 years of service. Appointments to Class I posts in all the sections are made by promotion or direct selection and in either case the candidates are required to possess post-graduate qualifications.

The Gujarat State Branch of the Indian Medical Association in its memorandum to the Commission has recommended the scale of Rs. 525-950, and Rs. 750-2000 respectively for Junior

and Senior posts on the health and medical services. In addition, it has recommended a selection grade of Rs. 1250-2250 and Rs. 2250-2750 for Junior and Senior grades respectively. For special administrative posts a scale of Rs. 2750-3500 has been proposed. In support of the recommended scales, the Association has cited the high cost of living, prolonged, extensive, intensive and arduous nature of medical education and parity with the Central Government scales.

The Gujarat State Branch of the All India Public Health Association in its memorandum to the Commission has proposed the following pay scales :—

1. Director of Health and Medical Services	Rs. 2250/- fixed
2. Joint Director	Rs. 1800-2250
3. Assistant Director	Rs. 1300-1500
4. District Health Officers	Rs. 600-1300
5. Class I Officers	Rs. 460-1250
6. Class II Officers	Rs. 350-950

The Association has also sought parity with Central Government scales.

The Director has recommended pay scales of Rs. 450-1250 for Class I posts and Rs. 1300-1800 for Deputy Directors. For Class II posts, the Director has proposed the pay scale of Rs. 350-900. The Director has also sought parity with the Central Government scales and has stated that the existing scales are not commensurate with the duties and responsibilities of Doctors. He has also drawn the Commission's attention to acute difficulties of recruitment and several instances of flight of personnel. The following table illustrates the latest recruitment situation posts in Class I and Class II not filled as on 1st December 1967 due to non-availability of persons.

Health and Medical Services

	Class I	Class II
(1) Medical	Nil	Nil
(2) Health	27	138

During the course of his discussion with the Commission the Secretary, Panchayats and Health Department also recommended the adoption of Central Health Services Scales. The Commission has given due consideration to all the points of view placed before it. The acute shortage of qualified medical personnel has come to be felt very keenly in the context of the rapid expansion of medical and public health services. The fact of general non-availability of doctors has no doubt contributed in large measure to this difficulty. However the Commission considers that a general improvement in the scale of pay can go a long way towards attracting medical graduates into the Government Services. On an overall assessment of the duties and responsibilities of the posts at various levels the Commission has come to the conclusion that at the class II level where there is a recruitment of medical graduates on a substantial scale a high starting salary is necessary. At the class I level the Commission considers that in terms of levels of responsibilities medical personnel holding these posts can be put on par with officers of corresponding status and authority in other departments. The fact that the officers recruited to the Class I posts are necessarily to possess post-graduate qualifications deserves to be given recognition. This the Commission proposes to take into account by granting higher starting pays on the same scales. Accordingly, the Commission recommends for the class II posts the scale of Rs. 425-25-525-EB-30-675-35-850 and for class I posts the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250. Direct Recruits to class I posts may start at Rs. 560 in the same scale if they hold a post-graduate diploma and Rs. 590 if they hold a post graduate degree.

A problem to which the Commission's attention has been invited deserves mention here. The number of posts available to officers of Gujarat Medical Service Class I (Medical side) on promotion is low both in absolute terms and in comparison with the prospects for officers on the health side. There are no posts of Assistant Directors on the medical side and except for one post of Deputy Director other posts at this level are filled on promotion of officers of the health side. The Secretary, Panchayats and Health Department pointed out that the organisational structure of the department being what it is such a situation is inevitable. He however suggested that a specialist grade on the medical side in between the normal class I scale and the scale of pay of the Deputy Directors can be adopted for officers of Gujarat Medical Service Class I in charge of hospitals with more than 200 beds. He hoped this would solve the problem of lack of promotion to some extent.

The Commission has given anxious consideration to the Secretary's proposal. A specialist grade of the type envisaged by the Secretary would be operationally impracticable both in regard to restricting the number of posts on such a grade and the choice and rotation of personnel to man the posts put on this grade. The Commission therefore favours a selection grade for these posts as a more feasible alternative. The Commission has generally been reluctant to recommend selection grades for the higher services. However, in the instant case the serious disparity in prospects of promotion at corresponding levels as between two wings of the same department deserves to be moderated if only in view of the fact that the department intends to have an eventual integration of cadres of both the wings. Accordingly the Commission recommends that 20% of the posts of Gujarat Medical Service Class I may be put on a selection grade of Rs. 1100-50-1200-60-1500.

On the health side of the Department 20% of the posts of medical officers are on a selection grade of Rs. 570-825. The chances of promotion from Class II to Class I level and above cannot be considered to be bad in comparison with promotion prospects in several other departments. The Commission therefore considers that the selection grade may be abolished.

(v) Assistant Director, Public Health (Rs. 370-1100)

Appointment of the Assistant Director, Public Health is made by direct selection of candidates who possess a medical degree with post-graduate qualifications or by promotion from suitable District Health Officers in the ratio of 1:2. The Assistant Directors (Functional) appointed in charge of particular schemes are responsible for the working of the schemes.

The Association of Public Health Services has proposed the scale of Rs. 1300-1800 for the reason that posts of Assistant Directors are supervisory posts having State-wide jurisdiction. The Director has suggested the pay scale of Rs. 450-1250 for these posts. The Secretary of the Panchayats and Health Department has however recommended that the posts of Assistant Director should carry a higher scale than that of District Health Officers or alternatively may be granted a special pay in view of the fact that the Assistant Directors have a wider jurisdiction and are required to guide the District Health Officers in their working. At present the scale of pay for the posts of Assistant Directors is the same as that of District Health Officers in spite of these being promotion posts for the latter. A selection grade of Rs. 1100-1300 is available to 20% of the posts of Assistant Directors. The Commission finds that the selection grade at this level is not justified both in view of higher posts of Deputy Directors being available for promotion and in comparison with the promotion prospects on the medical side. The Commission recommends the abolition of the selection grade. The posts of Assistant Directors no doubt carry higher responsibilities and serve as a promotion level for the District Health Officers. The Commission therefore agrees that a higher pay scale would be justified for these posts. The scale of Rs. 1050-50-1100-60-1400 is recommended for these posts.

(vi) Medical Superintendent, T. B. Sanatorium (Rs. 700-1100)

The post of medical Superintendent is filled by direct selection of a Doctor possessing post-graduate degree in Medicine or Surgery or degree of M.R.C.P. or F.R.C.S. or F.C.P.S., preference

being given to one having experience in general hospital practice or in chest surgery or in the treatment of T.B. Having regard to the qualification expected of recruits and the duties and responsibilities in the T.B. sanatorium, the Commission recommends the pay scale of Rs. 850-50-1000-EB-55-1275 for this post.

(vii) **District T. B. Officers** (Rs. 535-900)

Appointment to the posts of District T. B. Officers is made by direct selection of candidates possessing a medical degree with a diploma in T. B. with 5 years' experience of T. B. work or by promotion of Class II Medical Officers with the requisite experience.

The Director has proposed that all posts on the medical and health side requiring post-graduate qualification may be grouped together and put in one scale of pay. The Commission has accepted this suggestion and recommends the pay scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 for the post.

(viii) **Deputy Superintendent-cum-Anesthetist** (Rs. 420-875)

Appointment is made by direct selection from the candidates who possess —

- (a) M.B.B.S. degree of a statutory University or an equivalent qualification;
- (b) post-graduate qualification in anesthesia such as diploma in anesthesia or an equivalent qualification recognised by the Medical Council of India.
- (c) At least 3 years' experience as an anesthetist in a general hospital or as a specialist in anesthesia in an army hospital and special experience in thoracic cases and having worked in thoracic centre for a period of two years.

In view of what has been discussed above the Commission recommends for this post also the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 with higher start as may be admissible.

(ix) **Training Officer (Training Unit) under Health Education Bureau** (Rs. 245-735)

The post of Training Officer is filled by direct selection of those who hold the M.B.B.S. degree with a diploma in Public Health and experience in training Health workers. The Officer has to conduct surveys of training programmes for health personnel and to test and evolve suitable in-service curricula. Consistent with the qualification prescribed for the post, the Commission recommends the scale of Rs. 425-25-525-EB-30-675-35-850, on the same basis as for Class II posts requiring a basic medical degree.

(x) **Gujarat Medical Services, Class III** (Rs. 160-370)

Recruitment to posts in Gujarat Medical Services Class III is made from among those who possess L.C.P.S., L.M.P., and a qualification in integrated medicine. These Medical Officers work in Government hospitals. The association of Class III medical officers has represented to the Commission that their present scales of pay are very low compared to their qualifications and the scales of pay of posts in other departments. The Association has further pointed out that the medical officers in Class III have very restricted chances of promotion in view of the bulk recruitment of medical graduates to Class II posts in the department and promotion to Class I posts is ruled out in their cases.

The Director of Health and Medical Services has suggested the pay scale of Rs. 350-15-380-20-500-EB-20-600. Taking into account the nature and duration of the course of study the recruits to these posts have to pursue and the functions and responsibility of the posts the Commission considers that the scale of Rs. 250-12-310-EB-15-400-EB-20-480 would be essentially fair for these posts with the non-practising allowance at rates recommended elsewhere.

At present 20% of the posts of Assistant Medical officers of Public Health Centres are on a selection grade of Rs. 410-570. In view of the difficult promotion situation for the officers at this level the Commission considers that the retention of the selection grade is necessary both as an incentive and as a recognition of performance. It would be desirable that the benefit of the selection grade is available to the officers of Gujarat Medical Services Class III who fare no better in terms of their scope for advancement. A uniform selection grade for 20% of the posts for Assistant Medical Officers of Health centres and posts in Gujarat Medical Services Class III is therefore recommended. The selection grade may carry the scale of Rs. 450-25-600.

(xi) Medical Teacher Class
Dean (Rs. 1300-1500)

The Deans are administrative heads of Colleges and the attached hospitals. The Gujarat Medical Teachers' Association has proposed a pay scale of Rs. 1800-2000 for the posts of Deans. The Director of Health and Medical Services has recommended a scale of Rs. 1300-1800 the same as for professors. The Secretary, Panchayats and Health Department did not agree with this view. Having regard to the nature of duties and the level of responsibility the Commission considers that the posts of Deans should carry higher scale of pay than professors but could be reasonably equated with the posts of Deputy Directors and recommends the same scale of pay. The post of a Dean is filled by direct selection from those who possess a post-graduate degree with 10 years of administrative or teaching experience. The post is also filled by promotion of the Professors who have worked as such for 5 years or as Professor and Lecturer for 10 years. The Commission has grouped Deans and Deputy Directors for the purposes of recommending a common pay scale. Accordingly the Commission recommends the pay scale of Rs. 1400-60-1640-80-1800.

(xii) Professors (Rs. 1100-1400)

Appointment of professors is made by direct selection and promotion in the ratio of 1:1 from those who possess post-graduate degree in respective subject with 8 years' teaching experience.

The Director has recommended the pay scale of Rs. 1300-1800 for the posts of Professors. The Gujarat Medical Teachers' Association has also proposed the same scale of pay. The Association has invited the Commission's attention to the paucity of medical teachers and the flight of qualified personnel. At the level of professors, inadequacy of promotion prospects has also been cited. The Commission believes that a different treatment to the teaching posts is justified both on grounds of the existing difficulties of recruitment and the years of teaching experience required for selection to the higher posts. The Commission accordingly recommends the scale of Rs. 1300-60-1600 for the post of professors.

(xiii) Associate Professors (Rs. 900-1200)

Senior Lecturers or others eligible for appointment as Professors but running short of the required experience are appointed as Associate Professors till the time they fulfil the requirement of teaching experience. It is therefore an intermediate stage between Senior Lecturers and Professors. The Commission recommends the pay scale of Rs. 1050-50-1100-60-1400 for these posts.

(xiv) Senior Lecturer (Rs. 585-900)

Appointment is made by direct selection and promotion in the ratio of 1:1 from those who possess a post-graduate degree with 3 years' teaching experience. The Director has recommended for the posts of lecturers the scale of Rs. 600-1300 and Association of medical teachers has proposed the same scale. The Association has also sought parity in the scales of pay of Senior lecturers and District Health Officers. Having regard to the post-graduate qualifications and in addition the teaching experience prescribed for Senior Lecturers, the Commission considers that the same scale as recommended to Class I posts on the health and medical wings with the same provisions for higher starting salaries should apply to the posts of Senior Lecturers.

(xv) Epidemiologist (Rs. 420-825)

Doctors possessing a post-graduate degree or diploma in Public Health are eligible for direct selection and appointment to this post. The Epidemiologist assists the Professor in teaching and research work. In view of the fact that the incumbents of these posts are expected to possess post-graduate qualifications the Commission has recommended the pay scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 with usual higher start to those possessing post-graduate degree or diploma as the case may be.

(xvi) Junior Lecturer (Rs. 320-690)

This is the lowest category of gazetted posts on the teaching side to which initial recruitment is made by selection of candidates possessing the M. B. B. S. degree. A large number of individual representations have been made by Junior Lecturers to the Commission in which they have demanded a pay scale of Rs. 700-1300 on grounds of parity with Central Government and the Government of Punjab and on the basis of the recommendation made by the Mudaliar Committee. The Director of Health and Medical Services has proposed a scale of Rs. 350-900 for these posts, same as for other Class II posts of the department. For fresh medical graduates recruited to the other posts in the department the Commission has recommended the pay scale of Rs. 425-850. There is no justification for any differential treatment to Junior Lecturers and the Commission recommends the same pay scale for Junior Lecturers also.

(xvii) Other posts in the Medical Colleges

The posts of Pathologists which require post-graduate qualifications for recruitment are recommended to be put on the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 with higher start as admissible in other cases. For the post of Physicist the qualification required is an M. B. B. S. degree and the scale recommended for other Class II posts may therefore apply to this post also. The posts of Medical Officer, Blood Bank, Junior Resident Anaesthetist, Medical Officer Post Natal, and Ante-Natal and Refractionist may also carry the same scale.

(xviii) Dental Surgeon, Training Centre, Padra (Rs. 250-420) (unrevised)
Dental Surgeons (Rs. 230-520)

The posts of Dental Surgeons are filled by direct selection and the incumbents of the posts are expected to possess the B. D. S. degree. The Dean of the Dental College and Hospital, Ahmedabad, has proposed that Dental Surgeons having B. D. S. qualification should be given the same scale of pay as is admissible to a fresh M. B. B. S. holder recruited to Class II as their qualifications are equivalent and duties identical. The Director of Health and Medical Services has also recommended the same scale for the posts of Dental Surgeon as for M. B. B. S. entrants to Class II posts. The Commission appreciates that there is some force in the proposal of the Dean seeking parity in scales of pay but is of the view that the sphere of responsibility of the Class II medical officer is certainly wider and duties more extensive and a differentiation in regard to scale of pay is not therefore entirely unjustified. The Commission however considers that a general improvement in the scale of pay of Dental Surgeons is necessary and accordingly recommends the pay scale of Rs. 350-20-450-EB-25-550-EB-30-700.

SCIENTIFIC OFFICERS CLASS**(xix) Senior Scientific Officer (Rs. 750-1100)**

The post of Senior Scientific Officer is filled by direct selection of those who are (a) M.B.B.S. with a diploma in Bacteriology, Microbiology or in Public Health and three years' experience in a Bacteriological Laboratory or (b) possess II class post-graduate degree either in Bacteriology, Microbiology or Pharmacology with five years' experience in the manufacture of vaccine or by promotion from the Junior Scientific Officer with five years' standing. The Senior Scientific Officer has to assist the Deputy Director in the maintenance and control of production of vaccines.

The Department has not proposed any upward revision in the existing pay scale of the post. Considering the duties and responsibilities of the post, the mode of recruitment and the qualification expected of him, the Commission considers that the Senior Scientific Officer could be equated with the Senior Scientific Officer of the Drugs Laboratory and accordingly recommends the scale of Rs. 850-50-1000-EB-55-1275.

(xx) Junior Scientific Officer (Rs. 500-900)

Appointment of the Junior Scientific Officer is made by direct selection of a candidate possessing a post-graduate degree in Microbiology, Bacteriology or Pharmacology and three years' experience in a Vaccine Institute or a Public Health Laboratory or a M. B. B. S. degree. The post is also filled by promotion of Senior Scientific Assistant with three years' experience. The Secretary, Panchayats and Health Department has proposed that the posts of Junior Scientific Officer, Vaccine Institute and Junior Scientific Officer, Plasma Unit and Junior Scientific Officer, Drugs Laboratory may be grouped for the purpose of recommending a revised pay scale. The Commission accepts the proposal of the Secretary and having regard to the duties and responsibilities of the posts accordingly recommends the pay scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100.

(xxi) Senior Scientific Assistant (Rs. 245-700)

The incumbent of this post is eligible for promotion to the post of Junior Scientific Officer. The post is filled by direct selection of persons who possess a degree in Bacteriology, Microbiology or Pharmacology with three years' experience in the manufacture of vaccine. The Secretary, Panchayats and Health Department, has proposed that the posts of Senior Scientific Assistant, Drugs Laboratory, Senior Scientific Assistant, Vaccine Institute, Senior Scientific Assistant, Plasma Unit, and Chief Chemist, Public Health Laboratory, may be put on same scale. The Commission accepts the recommendation of the Secretary and recommends that these posts may be put on the scale of Rs. 425-25-525-EB-30-675-35-850. The Commission is of the view that having regard to the entomological work under the malaria and filaria eradication programmes and the basic qualifications prescribed the post of Junior Entomologist may also be put on the same scale of pay.

(xxii) Chemical Analyser (Rs. 370-1100)

The post is filled by direct selection of those who are Registered Graduates in Medicine with a diploma of the Institute of Chemistry, London or are graduates in Science with Chemistry as the principal subject with experience in Analytical Chemistry and in practical Toxicology. The post is an isolated one and does not fit into the departmental hierarchy.

The Panchayats and Health Department has brought to the Commission's attention the resolution containing the recommendation of the Central Medico-Legal Advisory Committee regarding pay and allowances of the State Chemical Analyser. The pay scale recommended by the Committee for the post of Director, Forensic Science Laboratory/Chemical Examiner is Rs. 1600-100-1900 and usual allowances and in addition a compensatory allowance of Rs. 600 p.m. for a medical graduate. The principal grounds for the revision recommended have been mentioned as (1) the need to attract and retain the right type of persons; (2) the progressive increase in the work-load of the scientific personnel working in Chemical Examiners' Laboratories (3) Similarity in the nature of duty, qualifications, responsibilities and high integrity of scientific personnel working in Forensic Science Laboratories and Chemical Examiners' laboratory. The Panchayats and Health Department has proposed the pay scale of Rs. 1300-1800 for the post of Chemical Analyser plus non-practice allowance at 50% subject to a ceiling of Rs. 600/- p.m. for an incumbent holding a medical degree.

The Commission appreciates the importance of the medico-legal work carried out by the Chemical Examiner's Laboratory. However, the Commission considers that broad parities with the scale of pay of scientific and research personnel employed in other departments of Government is necessary since in terms of qualifications and the nature of work general comparability

does exist. The Commission therefore considers that the scale of Rs. 1050-50-1100-60-1400 would be appropriate for the post of Chemical Analyser. A medical graduate may however be put on the scale of Rs. 850-50-1000-EB-55-1275 with non-practising allowance in addition at rates discussed in a subsequent section.

(xxiii) **Assistant Chemical Analyser (Rs. 245-735)**

The post of Assistant Chemical Analyser is filled by direct selection or promotion. A direct recruit is expected to possess a University degree in Science with organic chemistry or bio-chemistry or post-graduate degree of A. I. C. with forensic chemistry/organic chemistry or biochemistry or B. Sc. in 1st class with chemistry or M. B. B. S. with B. Sc. in chemistry, M.Sc. pass class with organic chemistry or biochemistry. A promotee is expected to possess 10 years' experience and a degree of B.Sc. with Chemistry. Considering the nature of duties and responsibilities of the post and the recruitment qualifications as also vertical relativity this post can be compared with that of the Chief Chemist of the Public Health Laboratory. The Commission therefore recommends the pay scale of Rs. 425-25-525-EB-30-675-35-850 for the post. An incumbent holding a medical degree may be put on the scale of Rs. 425-25-525-EB-30-675-35-850 and may get non-practising allowance in addition, if the Government should so decide in the light of the Commission's observations on the question of non-practising allowance.

(xxiv) **Officer-in-Charge, Public Health Laboratory (Rs. 370-1100)**

Appointment to the post is made either by direct selection of candidates holding a degree in medicine with a post-graduate degree in Public Health with 5 years' experience of food analysis or a doctorate degree in biochemistry or microbiology with 5 years' experience in Bacteriology and Biochemistry or M. B. B. S. with Doctorate or diploma in Bacteriology with 5 years' experience in food analysis or by promotion of Chief Chemist or District Health Officer possessing prescribed qualifications and experience. The officer is responsible for chemical and bacteriological examination of food, ghee, oil and water samples under the Prevention of Food Adulteration Act. Keeping in view the qualifications and the important nature of duties and responsibilities attached to the post the Commission considers this post could be equated to the post of Chemical Examiner and accordingly recommends the scale of Rs. 850-50-1000-EB-55-1275. For a medical graduate with post-graduate qualifications the scale of Rs. 700-40-860-EB-50-1110-55-1275 may apply and a non-practising allowance if Government should so decide.

(xxv) **Clinical Psychologist (Rs. 425-735)**

This post is filled by direct recruitment of a candidate possessing a post-graduate degree in Arts, preferably with Psychology as a subject, and a post-graduate diploma in Medical Psychology. The post is isolated and has no avenues of advancement in the Department. The Commission considers that the minimum of the pay scale for the post not requiring a basic medical qualification should not be higher than that recommended for posts requiring a medical degree. The Commission, therefore, recommends the pay scale of Rs. 425-25-525-EB-30-675-35-850 for the post.

(xxvi) **Radiographer (Rs. 320-690)**

Appointment of the Radiographer is made by direct selection the recruitment qualification being a degree in Science with one year's training in Radiography and two years' practical experience or Intermediate Science with one year's training in Radiography and five years' practical experience. Radiographers are exposed to health hazards because of the nature of work and duties attached to the post. The Commission has taken due note of the risk factor and the restricted promotion avenues and recommends a scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for this post.

(xxvii) **Nursing Services**

The personnel manning the nursing services are called upon to assist the medical staff in administering treatment and looking after the well-being of inmates of hospitals. The top level post among these cadres is that of Superintendent of nursing services.

The post of Superintendent of Nursing Services (Rs. 370-1100) is filled by direct selection of a candidate who is a qualified nurse and midwife registered with the Gujarat Nursing Council. The post is also filled on promotion of Matron. Consistent with the responsibilities of the post of Superintendent and in keeping with internal relativities *vis-a-vis* the medical and non-medical posts in the department the Commission considers that this post should carry the same scale of pay as other Class I posts in the department and accordingly recommends the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 for this post. There is a Class II post of State level Nursing Supervisor on the health side recruitment to which is made either by selection of a candidate with B.Sc. nursing with three years of experience as Public Health nurse or ward sister etc. or a registered nurse/midwife with 5 years' experience in any of the posts mentioned above. Alternatively the posts are filled on promotion of Public Health nurses. The Director of Health and Medical Services has proposed equation of the post with that of Superintendent of Nursing Services and has proposed a common pay scale for both the posts. However having regard to the larger sphere of duties of the Superintendent and the relativities *vis-a-vis* lower posts the Commission considers that this post should carry only the normal class II scales of Rs. 350-20-450-EB-25-525-30-675-EB-35-850. This scale would be appropriate also for the post of Superintendent, health visitors school.

The post of matron in the Civil Hospital at Ahmedabad is on the scale of Rs. 420-570. The matron is in charge of the nursing staff and looks after professional educational and administrative work. The Director has proposed a common scale of Rs. 450-575 to this post and the post of Assistant Superintendent of nursing services. The Assistant Superintendent is required to assist the Superintendent in nursing education and administration. Having regard to the sphere of duties and promotion relativities such equation is fair and the Commission recommends for both the posts the scale of Rs. 350-20-450-EB-25-550-EB-30-700.

Next in departmental hierarchy are the posts of Matron and Assistant Matron carrying the same pay scale (Rs. 320-420). The Commission recommends the pay scale of Rs. 350-20-450-EB-25-600 for these posts. Posts of Sister Tutors are divided in two groups of certified and uncertified. The Commission recommends a separate pay scale of Rs. 250-12-310-EB-15-400-20-420 for those Sister-Tutors who are certified. Matrons and Assistant Matrons and Assistant Superintendent of Health Visitors School are also recommended to be put on the same scale. Sister-Tutors who are uncertified and Sisters and Public Health Nurses have been grouped together under the recommended pay scale of Rs. 200-10-250-EB-12-310-15-340. The lower categories of posts in this group are those of staff nurses midwives. The largest number of posts of this category are those of nurses. They are required to be registered nurses or midwives or public health nurses as the case may be. The All India Trained Nurses Association in its submissions to the Commission has requested that the following points should be borne in mind in the context of revising the scales of nursing personnel:—

(a) The professional responsibilities of nurses, such as taking independent decisions in regard to the diagnosis and solving of nursing problems related to giving nursing care and maintaining the health of the family and public; the taking of appropriate action in emergency situations, and the resulting exposure to risks related to their work;

(b) The existing pay scales of nursing personnel should be first equated to the more desirable scales of similar professions;

(c) Any revision should be based on rationalisation of existing scales and then followed by the revision, which needs to be effected.

The Director of Health and Medical Services has also pointed out the lack of opportunities of promotion for this class of posts. He has recommended the scale of Rs. 150-280 for these posts. The Commission considers that having regard to the points raised in the resolution of the Council of the All-India Trained Nurses Association, the scale of Rs. 160-6-190-EB-7-225 would be appropriate for the posts of the last grade of nursing personnel.

(xxviii) Health Visitors (Rs. 145-230)

Appointment of health visitors is made by direct selection of those who have undergone a certified course for Health Visitors or by promotion from the cadre of Auxiliary Nurse Midwives. The Health Visitors supervise maternity and child health activities in Public Health Centres. Looking to the channel of promotion and the duties assigned to these posts, the Commission recommends the pay scale of Rs. 175-8-215-EB-10-255-12-315-EB-15-345.

(xxix) Paramedical Personnel

Unit Officer, N.M.E.P. (Rs. 250-420)

Assistant Unit Officer, N.M.E.P. (Rs. 160-370+Special pay of Rs. 20/- p.m.)

Malaria Supervisors (Rs. 160-370)

The posts mentioned above represent important levels of staff manning the national malaria eradication programme. At the highest level is the post of the Unit Officer in charge which is filled on promotion of the Assistant Unit Officer. This post is in turn a promotion post for Malaria Supervisors. At the level of Malaria Supervisors, the posts are filled by direct selection of science graduates or by promotion of Sanitary, Malaria or Filaria Inspectors who have put in eight years of service. Having regard to the departmental hierarchy and the channel of promotion open to various categories of posts as also the duties and responsibilities at the different levels the Commission recommends the following pay scales:—

(i) Unit Officer	Rs. 325-15-400-EB-20-500-EB-25-575
(ii) Assistant Unit Officer	Rs. 250-12-310-EB-15-400-EB-20-480.
(iii) Malaria Supervisor	Rs. 200-10-250-EB-12-310-EB-15-430.

(xxx) Unit Officer, Trachoma Control Unit (Rs. 250-420)

Appointment to these posts is made by promotion of Malaria Supervisor/Assistant Unit Officer possessing a degree in Science or by selection of those who have passed S.S.C. Examination with Sanitary Inspector's course in the ratio of 3:1. These officers supervise and organise trachoma control work in a unit. Considering the qualification and the promotion relativities, the Commission recommends the pay scale of Rs. 325-15-400-EB-20-500-EB-25-575 for these posts.

(xxxi) Unit Officer, B.C.G. (Rs. 250-370)

These posts are filled by direct selection of candidates possessing of G.F.A.M. or B.A.M.S. or D.M.P. or by promotion of Sanitary Inspectors. These officers are required to organise and supervise the work of B.C.G. Teams in the State. The incumbents of the posts holding medical qualifications could be grouped with other posts in G.M.S. class III and Assistant Medical Officers. Accordingly, the Commission recommends the pay scale of Rs. 250-12-310-EB-15-400-EB-20-480 for these posts and Non-practising Allowance as may be admissible to G.M.S. class III officers in addition. For promotees as well as those who hold non-medical qualifications, the Commission considers that the same scale as applicable to the posts of Unit Officer, Trachoma Control Unit, would be fair.

(xxxii) Physiotherapist (Rs. 250-420)

Occupational Therapist (Rs. 250-370) (Rs. 225-345)

These posts are filled by direct selection of candidates who hold a diploma from K.E.M. Hospital or other equivalent qualification in physiotherapy. They attend to physiotherapy work in hospitals. Having regard primarily to their duties the Commission recommends the scale of Rs. 325-15-400-EB-20-500-EB-25-575 for the posts of Physiotherapist and Rs. 325-15-400-EB-20-500-25-525 for the posts of Occupational Therapist. Similar categories of post exist in the Social Welfare Department. The Commission has recommended the same pay scale for those posts also, except for a lower category of posts of occupational therapist for which the pay scale of Rs. 250-12-310-EB-15-400-20-420 has been recommended.

(xxxiii) Messieurs (Rs. 105-160)

Candidate for appointment to these posts are required to have undergone a training course for Messieurs. The posts are open for recruitment of blind persons also. The Commission recommends the scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 for these posts.

**(xxxiv) Sanitarian (Rs. 250-370)
Senior Food Inspector (Rs. 250-370)**

Both the posts of Sanitarian and Senior Food Inspector are filled by promotion of Senior Sanitary Inspectors (Rs. 137-205). The Gujarat Rajya Sanitary Inspectors' Association has asked for a pay scale of Rs. 350-520 for both the categories of posts and has suggested that they may be made gazetted. Consistent with the promotion relativities and the nature of responsibilities the Commission recommends the pay scale of Rs. 250-12-310-EB-15-400-EB-20-480 for these posts.

(xxxv) Dietician (Rs. 145-300)

Appointment to the post is made by direct selection from candidates possessing a degree in Home Science with training in Nutrition. The Director of Health and Medical Services has recommended a scale of Rs. 200-370 for this post. Considering the recruitment qualifications the Commission recommends the scale of Rs. 200-10-250-EB-12-310-EB-15-430.

(xxxvi) Sanitary Inspector (Rs. 137-205)

Appointment is made by promotion from the cadres of Sanitary Sub-Inspectors, Vaccinators and B.C.G. Technicians. The Sanitary Inspectors of Public Health Centres are in charge of environmental sanitation in an area having a population of 60,000. The Divisional Sanitary Inspectors are given 2 to 3 talukas where they are responsible for vaccination and environmental sanitation. The Gujarat Rajya Sanitary Inspectors' Association has contended that the present scale is not adequate in the context of duties and responsibilities of the post and has asked for the scale of Rs. 195-10-255-EB-15-300-20-340. The Director has suggested the scale of Rs. 160-250. Considering the mode of appointment and the experience and qualification expected of them, the Commission recommends the scale of Rs. 175-8-215-EB-10-275 for the posts of Sanitary Inspectors. The Leprosy Assistants, Malaria Inspectors, Filaria Inspectors, Assistant Health Educators and Surveillance Inspectors who could be reasonably grouped with the Sanitary Inspectors may also carry the same scale of pay.

(xxxvii) Sanitary Sub-Inspectors (Rs. 120-145)

The posts of Sanitary Sub-Inspectors are filled by promotion of Vaccinators/B.C.G. Technicians who have undergone the Sanitary Inspector's course. The Sanitary Sub-Inspectors are entrusted with the work of Vaccination. The Gujarat State Sanitary Inspectors Association has suggested that these posts may be combined with the posts of Sanitary Inspectors. However the commission considers that the sphere of duties of the Sanitary Inspectors is more extensive and should therefore remain on a different scale. For the post of Sanitary Sub-Inspectors the Commission recommends the scale of Rs. 160-6-172-7-200.

(xxxviii) Vaccinators (Rs. 85-125)

The posts of Vaccinators are filled either by direct selection from those who have passed the Sanitary Inspectors' course or by promotion from the subordinate ranks who have passed V.F. Examination and have put in 10 years of service.

The Gujarat Rajya Sanitary Inspectors' Association has proposed the scale of Rs. 100-210, for Vaccinators.

The Director of Health and Medical Services has recommended the scale of Rs. 100-3-130-EB-4-170. Considering the duties and responsibilities of the post and promotion opportunities available to those who have passed the Sanitary Inspectors' course the Commission recommends the scale of Rs. 125-4-145-EB-5-165-7-200.

(xxxix) **Surveillance Investigators** (Rs. 75-105)

Appointment of Surveillance Investigators is made by direct selection of those who have passed V.F. or S.S.C Examination or those who have failed in the S.S.C. Examination. The Surveillance Investigators do Surveillance work, as part of the Malaria Eradication Campaign. The Commission recommends the pay scale of Rs. 110-3-140.

(xl) **Dressers** (Rs. 75-105)

These posts are filled by direct selection from those who have either passed or failed in the S.S.C. Examination. They attend to dressing work in hospital/dispensaries. The Commission recommends the scale of Rs. 110-3-140 for these posts. Dressers in the Departments of E.S.I. and Ayurved may also be put on the same pay scale.

(xli) **Theatre Assistant** (Rs. 70-75) (Rs. 65-80) (Rs. 65-100)

The posts of Theatre Assistants are filled on promotion of Class IV servants. The Commission does not consider it necessary to retain three scales for these posts and recommends that all of them may be put on a uniform scale of Rs. 100-3-130.

(xlii) **Health Education and Publicity Staff**
Health Educators (F. P. Bureau) (Rs. 245-735)

The posts of Health Educators are filled by direct selection of holders of the M.A. (Sociology) or M. S. W. degree or an University degree and diploma in Public Health. The posts are also filled by promotion of subordinate ranks of the Public Health Department. The Health Educators assists the officer-in-charge Family Planning and the Deputy Director, Public Health (Family Planning) in the working of the Health Education wing of the Family Planning Programme. In respect of duties and responsibilities the post is comparable to many Class II posts carrying the general Class II scale. The Commission, therefore, recommends the pay scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for this post.

The posts of (i) Social Scientist (Kaira Project), (ii) Education and Information Officer (iii) Health Education Instructor are at a comparable level of responsibility and the Commission therefore recommends the pay scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for these posts also.

(xliii) **Technical Officer-in-Charge, Material Section (Health Education Bureau)** (Rs. 245-735)

Appointment to this post is made by direct selection or by promotion of those possessing a University degree and having experience and skill in handling audiovisual materials, of about two years. This Officer is responsible for the organisation and development of the work of the visual education branch. The Commission recommends that this post could carry the same scale viz. Rs. 350-20-450-EB-25-525-30-675-EB-35-850 as those posts listed above.

(xliv) **Nutrition Officer** (Rs. 245-735)

The post of Nutrition Officer is filled by direct selection of a candidate possessing the M.B.B.S. degree or by promotion of a medical officer in Class III who possess the qualification of L.C.P.S. or L.M.P. with 5 years' experience. The Officer is in charge of nutritional and school health programme throughout the State. The post is comparable to any other Class II post requiring the same recruitment qualifications. The Commission, therefore, recommends the pay scale of Rs. 425-25-525-EB-30-675-35-850.

(xlv) Publicity Officer (Rs. 250-370)

Appointment to the post of Publicity Officer is made by direct selection of graduates. The Publicity Officer carries out propaganda, arranges film shows in connection with the B.C.G. programme. The Commission recommends for the post the pay scale of Rs. 250-12-310-EB-15-400-EB-20-480.

(xlvi) Medical Social Worker (Rs. 215-340)

The post of the Medical Social Worker is filled by direct selection of a graduate with Sociology or a M.S.W. The incumbent of the post is required to carry out Social and Health Education work. The Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-460 for this post.

(xlvii) Home Science Inspector (Rs. 145-370)

The Home Science Inspector is appointed by direct selection of a candidate possessing an Hons. Degree in Home Science with two years' experience. The Inspector has to plan and conduct training in Health Education aspects of Home Science. The Commission recommends for the post the pay scale of Rs. 200-10-250-EB-12-310-EB-15-430 in view of the qualification prescribed and the nature of duties carried out by the incumbent.

FAMILY PLANNING STAFF**(xlviii) District Family Planning Officer (Rs. 250-420)**

Appointment to the post of District Family Planning Officer is made by direct selection of a candidate possessing a M.A. or M.S.W. degree. The incumbent of the post has to organise and supervise the family planning programme in the district. Having regard to the responsibilities the posts carry the Commission recommends the pay scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550. A candidate with M.S.W. may start in the same scale at a stage corresponding to two increments.

(xlix) District Extension Educators	}	(Rs. 195-245)
Extension Educators		
Extension Educators		

These posts are filled by direct selection of those who possess a Master's degree in Arts or Social Welfare. Their main function is to organise and supervise family planning programme in the District/Block. Consistent with the qualification and their role in the family planning programme, the Commission recommends the pay scale of Rs. 200-10-250-EB-12-310-EB-15-400. For the lower category of Extension Educators, the qualification prescribed is a degree in Arts with Sociology. The Commission recommends the pay scale of Rs. 200-10-250-EB-12-310 for these posts.

(I) Auxilliary Field Workers (Rs. 75-105)

These posts are filled by direct recruitment of trained Dais who have passed the V.F. Examination. The duties of Auxilliary Field Workers relate to family planning. The Commission recommends the pay scale of Rs. 110-3-140 for these posts.

LABORATORY SERVICES**(li) X-Ray Technician (Rs. 185-270) (Rs. 145-245) (Rs. 75-105)**

The posts in the higher category are filled by direct selection of candidates who have passed the Inter-Science (B Group) and have undergone a training course for X-Ray Technicians. Posts at the lower level are filled from those who have undergone the Technicians' course only.

The higher category of technicians take X-Rays of patients while the lower category of technicians attend to X-Ray work in the Laboratory. Having regard to the fact that these posts do not carry adequate avenues of advancement and also in consideration of the hazard to health on account of exposure to X-Rays the Commission recommends for the higher category the scale of Rs. 200-10-250-EB-12-310-EB-15-400. For lower category of posts, the Commission recommends the pay scale of Rs. 110-3-140.

(lii) **Laboratory Technician** (Rs. 160-300) (Rs. 185-270) (Rs. 145-245)

Laboratory Technicians function in the Hospitals and Laboratories and attend to examination of blood, urine, sputum etc. of patients requiring pathological treatment. The posts of Laboratory Technicians carry different pay scales of Rs. 145-245, Rs. 185-270 and Rs. 160-300, but provide for comparable recruitment qualifications, namely S.S.C. or Inter Science with B. Group (now F. Y. B. Science with B. Group) with necessary training or B.Sc. with or without the training. The Director of Health and Medical Services has favoured a common pay scale for Laboratory and X-Ray Technicians.

Some of the Laboratory Technicians have represented to the Commission that in respect of qualifications the post of Laboratory Technicians are equivalent to those of Junior Scientific Assistants in the Drugs Laboratory. They have therefore sought parity in pay scales, particularly on the ground that they have no prospects of promotion to higher posts whereas the Junior Scientific Assistant have. It is true that the chances of promotion for Laboratory Technicians are practically non-existent but the recruitment qualifications are not identical with those laid down in the case of Junior Scientific Assistant. The recruitment qualification for Junior Scientific Assistants is a degree in Pharmacy, Pharmacology, Botany, Zoology or post-graduate degree in Chemistry. Besides, the duties of the Junior Scientific Assistant in the Drugs Laboratory carry responsibilities of a higher order in as much as the analysis of drugs is vital to ensure the prevention, manufacture and spread of spurious drugs. The Commission considers that the Laboratory Technicians could be put on one common pay scale and given a better deal because of the absence of promotion opportunities. The Commission recommends the pay scale of Rs. 200-10-250-EB-12-310-EB-15-400 for these posts. Those holding the basic qualification of a B. Sc. degree and who have undergone the training course may be allowed to start at Rs. 220/- in the same pay scale.

Posts of technicians in other Departments may be put on the same pay scale with the higher start recommended if the incumbent satisfies the same conditions in terms of qualifications.

(liii) **Pharmacists** (Rs. 125-270)

The incumbents of the posts are expected to possess a Diploma in Pharmacy and are appointed by direct selection. All of them carry a uniform pay scale of Rs. 125-270. Considering the duties of the posts, the Commission recommends a uniform pay scale of Rs. 175-8-215-EB-10-255-12-315-EB-15-345 for Pharmacists.

(liv) **Laboratory Assistant** (Rs. 100-170)

The posts of Laboratory Assistants are filled by direct selection of those who have passed the S. S. C. Examination, preference being given to those who have done laboratory work. They assist the Laboratory Technicians in the Laboratory work. The Commission considers that the scale of Rs. 135-5-155-EB-7-190-EB-8-230-10-250 for these posts would be appropriate in keeping with the nature of their duties.

(lv) **Compounders** (Rs. 100-170) (Rs. 75-130)

Formerly posts of Compounders were manned mostly by persons with limited education who had received local training. The minimum qualification prescribed now is S.S.C. with the

compounder's examination. The posts of Compounders do not normally carry any prospects of promotion and there has been a dearth of qualified personnel. The Commission therefore considers that in view of the training they are required to have and the nature of their duties the scale of pay should be Rs. 135-5-155-EB-7-190-EB-8-230-10-250. The Commission understands a large number of unqualified compounders are still in service. For them a slightly lower scale would be justified and the Commission recommends the scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 for them. Posts of Compounders in other Departments may be put on either of the scales depending on whether existing incumbents possess the necessary qualifications or not.

(lvi) **B.C.G. Technician** (Rs. 91-170)

The posts of B.C.G. Technicians are filled by direct selection of those who have passed the S.S.C. Examination and the Sanitary Inspector's course. These technicians carry out B.C.G. vaccinations and detect cases of T.B. by paying home visits. The Commission considers that having regard to the qualifications expected and the field duties of the post the scale of Rs. 135-5-155-EB-7-190-EB-8-230-10-250 would be appropriate to this category.

MISCELLANEOUS POSTS

(lvii) **Automobile Engineer-cum-Transport Officer** (Rs. 385-835)

The post is filled by direct selection of a candidate possessing a degree or diploma in Automobile Engineering or Mechanical Engineering and 3 years' experience in a large work-shop for a degree holder and 5 years' experience for a diploma holder. The Officer has to supervise and maintain a large fleet of vehicles in the department. It is an isolated post having no promotion avenues as it does not fit into the departmental hierarchy. Considering these factors, the Commission recommends the pay scale of Rs. 450-25-550-EB-30-670-EB-35-845-40-925 for the post.

(lviii) **Non-Practising Allowance**

The question of grant of Non-Practising Allowance was raised by the members of the staff of the Directorate of Health and Medical Services and their Associations through representations and submissions at the time of recording of oral evidence. The Director of Health and Medical Services also brought up this issue at the time of discussion with the Commission. The concern of the staff members and the Director was primarily focused on the disparity in the rates of the allowances as between new entrants and those who were already in service. In so far as the Non-Practising Allowance forms an integral part of the total emoluments of the technical personnel of the medical and Public Health Department the Commission thought that an examination of the pay structure of the personnel of the department cannot be comprehensive without a reference to it. Since the terms of reference of the Commission did not seem to envisage an inquiry into the structure and rates of Non-Practising Allowance the Commission made a reference to Government in this behalf seeking a clarification as to whether the Commission was required to go into the question of Non-Practising Allowance. The Government, *vide* its letter No. ५५३ १९६१ (३) — २ Finance Department, dated 25th August 1967, informed that the Commission may look into the basis and the rates of the Non-Practising Allowance although the same is not covered by the terms of reference.

The Commission is not aware of the basis of the grant of the Non-Practising Allowance. It may be that it was thought that professional men in the field of medicine should be compensated for the loss of their private practice by entering Government service on a full-time basis and it may also be that the scales of pay as then fixed were considered not adequate. Whatever the reason the fact remains that in the past doctors in Government service were allowed private practice subject to certain conditions but this has been by and large discontinued and Government have taken a decision not to allow private practice but to grant a compensatory allowance for the loss of private practice. It is a well known fact that on account of the acute shortage of qualified medical personnel there is generally a seller's market so far as the medical profession is

concerned. Besides the earnings from private practice are fairly high and as such there is little inducement for qualified men in the field to join the Government services. The solution to the problem has necessarily to be found by making the scales of remuneration attractive either by raising the scales of pay or by providing monetary compensation in other forms. A revision of scales of pay solely with reference to the factor of professional earnings would militate against relativities within the Government services and be out of proportion to the duties and responsibilities of the posts which the men of the medical profession are called upon to occupy. A compensatory allowance is the next best alternative and one that has been generally adopted. Competent witnesses before the Commission were also of this view and agreed that private practice should not be allowed. The Commission therefore considers that the present system of non-practice allowance should continue and accordingly proceeds to examine the rates of the allowance.

The grant of Non-Practising Allowance has necessarily to be conditioned by three main considerations; first and the foremost the extent to which there is scope for private practice which would make it unattractive or unremunerative for doctors to enter Government service, secondly the level of earnings in the medical profession and thirdly the man power situation in the Government services *vis-a-vis* general availability of qualified medical men.

The supply position has shown gradual improvement over the past years on account of the opening of several medical colleges but the rapid expansion of the Health and Medical Services has stepped up the demand simultaneously. The need for recruiting doctors to serve in rural areas is another factor that has created some difficulties of recruitment. The Commission has already recommended the revision of scales of pay in consideration of all these factors and in regard to the rates of non-practising allowance this factor does not require to be emphasised once again.

The principal demand of some of the associations representing the members of the medical and public health professional staffs has been that the rate of Non-Practising Allowance should be at 50% of basic pay subject to a limit of Rs. 600/-. The Director recommended an allowance of 33½% for Class II posts and at 50% for higher posts subject to a ceiling of Rs. 600, as in the Government of India. The Secretary, Panchayats and Health Department expressed himself in favour of a uniform 33½%.

The existing position in regard to the grant of Non-Practising Allowance is as follows :

Sr. No.	Name of the post	N. P. A. admissible to those in service prior to 1-11-1965	N. P. A. admissible to those joining service on or after 1-11-1965
1	2	3	4
1.	Joint Director ..	..	Rs. 300/- p. m.
2.	Deputy Director (Medical) ..	Rs. 300/- p. m.	Rs. 300/- p. m.
3.	Deputy Director (Health) ..	Rs. 250/- p. m.	Rs. 250/- p. m.
4.	Assistant Director, Public Health	Rs. 150/- p. m.	33½% subject to a minimum of Rs. 175/- p. m.
5.	Class II District Health Officers, Medical Officers (Health)	Rs. 100/-	33½% subject to a minimum of Rs. 175/- p. m. (these posts were upgraded to Class I)

1	2	3	4
6. Class II Medical Officers	Rs. 50/- p. m.		33 $\frac{1}{8}$ % subject to a minimum of Rs. 150/- p. m.
7. Class III Medical Officers	(at different rates of Rs. 10/-, 20/-, 30/-, 50/- p. m.		33 $\frac{1}{8}$ % subject to a minimum of Rs. 75/- p. m.
8. Deans	Rs. 300/- p. m.		Rs. 300/- p. m.
9. Professors	Rs. 250/- p. m.		Rs. 250/- p. m.
10. Associate/Assistant Professors	Rs. 200/- p. m.		Rs. 200/- p. m.
11. Senior Lecturer	Rs. 150/- p. m.		Rs. 150/- p. m.
12. Junior Lecturers	Rs. 100/- p. m.		Rs. 100/- p. m.
13. Epidemiologists	Rs. 100/- p. m.		Rs. 100/- p. m.
14. Dental Surgeons	Rs. 50/- p. m.		Rs. 50/- p. m.

A few discrepancies in the present scheme are noticeable. The post of Director does not carry any Non-Practising Allowance. The higher posts carry non-practising allowance at fixed rates and the rates vary as between the teaching and the administrative posts. Some posts do not have the benefit of Non-Practising Allowance. Another anomaly to which the Commission's attention has been repeatedly drawn is the disparity in the rates of Non-Practising Allowance as between those who were in service before 1st November 1965 and those who joined on or after that date.

The Commission has examined all these problems and is of the view that so long as the principle of a non-practising Allowance is accepted it should be available to all personnel who possess a basic medical qualification and would have been entitled to practice. However having regard to the terms of reference the Commission did not invite views on the question as to what post should or should not be eligible for the non-practice allowance and the Commission does not have before it sufficient material on that question. The Commission is also not aware of the practice in other States and what posts qualify for non-practice allowance there. It is not therefore possible for the Commission to express considered views on the point. In the circumstances the Commission's recommendations in respect of non-practice allowance will have to be confined to the rates and will apply to those posts or services to which the allowance is at present attached. As to its extension to other posts and services and to what extent it is for Government to consider in the light of this report. The Commission has made two exceptions in this regard. One is as regards the Director. As regards the Non-Practising Allowance to the Director the Commission specifically heard those who could throw light. The Secretary, Panchayats and Health Department himself pointed out that there was no justification for making a discrimination against the Director as compared to the Joint Director or the Deputy Director. Besides it is on the footing that the Director should get a non-practice allowance that his pay scale has been fixed at Rs. 1800-100-2000 as pointed out elsewhere. The other exception is as regards Medical Officer in the E.S.I. Scheme. Their existing pay scales which are higher than of their counter parts in the Health and Medical Services were fixed inclusive of non-practice allowance. As the Commission is prescribing for them the same scales of pay as for officers in the Health and Medical Services, they will get non-practice allowance at the rates admissible to the latter.

The Director of Health and Medical Services and the Secretary, Panchayats and Health Department, have expressed themselves against the distinction in rates of Non-Practice Allowance based on the date of entry into service. The Commission considers that the distinction is devoid

of any justification and should therefore be eliminated. A revision of the rates of Non-Practice Allowance can only imply a reassessment of the basis and a reevaluation of the relevant facts and circumstances. The motive for a revision may have been the intent to attract medical graduates but there is no reason not to extend the same benefit to those who have been in Government service longer and have built up their professional capabilities, the value of which would correspondingly increase. The Commission therefore strongly recommends that uniform rates of non-practising allowance should apply irrespective of the dates of entry into service.

As regards the rates of the allowance the Commission accepts the recommendations of the Secretary, Panchayats and Health Department. A flat 50% of basic pay without ceiling or even with the ceiling indicated by the staff associations would entail heavy cost and the Commission is unable to accept it in the face of the valid claims for revision of scales of pay of several other categories of staff. The Commission therefore recommends the uniform rate of non-Practising Allowance at $33\frac{1}{3}\%$ of basic pay. In the case of higher posts the Commission has considered it necessary also to impose certain ceilings in order to restrict the total emoluments. The Commission's recommendations are summarised in the table below:—

Sr. No.	Name of the post	Rate of N. P. A.
1.	Director of Health and Medical Services ..	Rs. 500/- p. m.
2.	Joint Director, Health and Medical Services ..	Rs. 400/- p. m.
3.	Director, E. S. I. ..	Rs. 400/- p. m.
4.	Deans, Deputy Directors, Professors ..	Rs. 400/- p. m.
5.	Assistant Directors and all Class I posts, Associate Professors and Senior Lecturers ..	$33\frac{1}{3}\%$ of basic pay subject to a maximum of Rs. 375/- p. m.
6.	All Class II posts and Junior Lecturers, Epidemiologists	$33\frac{1}{3}\%$ of basic pay subject to a maximum of Rs. 275/- p. m.
7.	All Class III posts ..	$33\frac{1}{3}\%$ of basic pay.
8.	Dental Surgeons ..	$33\frac{1}{3}\%$ of basic pay.

(lix) Special Pays

The Commission has recommended a special pay of Rs. 150/- p.m. for the post of Joint Director. The ground that has weighed with the Commission in giving special pay is to account for the difference in duties and responsibilities and status between the posts of Joint Director and Deputy Director who have been put in the same scale of pay. The Commission has not considered it necessary to revise the pay scale as the post has been recently created.

Regional Malaria Officers are getting a special pay of Rs. 75/- p.m. in view of the arduous nature of duties. The Department has justified the special pay on grounds of continuous touring in interior regions. The Commission is unable to accept this as a valid explanation for special pays. The Commission recommends its abolition.

The Senior Medical Officer, Trachoma Scheme (Headquarters) also gets a special pay of Rs. 75/- p.m. on the same ground and the Commission recommends its abolition also.

Medical Officers-in-charge of Primary Health Centres in service prior to 1st November 1965 get a special pay of Rs. 75/- p.m. in difficult areas and Rs. 50/-p.m. in other areas. The Com-

mission recommends that special pays may be abolished as there is no justification for discrimination between those who joined service before 1st November 1965 and after that date. Personnel working in difficult areas and other areas could, if eligible, get the special pay which is admissible to those working in scheduled Tribe areas or backward areas under the general orders of Government. Moreover with the revision of rates of Non-Practising Allowance for all medical personnel irrespective of date of entry into service the pre 1st November 1965 entrants could also be eligible for Non-Practising Allowance at 33½% subject to the maximum prescribed.

The Medical Officer-in-charge of the Leprosy Control Unit is in receipt of special pay of Rs. 100/- p.m. in consideration of the arduousness of work and hazards to health. The Commission considers that the special pay could be continued but at a lower rate and accordingly recommends a special pay at Rs. 75/- p.m. Similarly, another Medical Officer-in-charge Leprosy Control Unit (Rs. 160-370) is in receipt of special pay of Rs. 75/- p.m. The Commission recommends grant of special pay at the reduced rate of Rs. 50/- p.m. The Assistant Unit Officer N. M. E. P., Nurse-Midwives and Auxiliary Nurse Mid-wives get special pays of Rs. 20, Rs. 25, Rs. 25 p.m. respectively on grounds of arduousness entailed in constant touring. The Commission considers that the special pays are not justified in the context of specific revision of the scales of pay of the posts. The Secretary, Panchayats and Health Department has also suggested the abolition of special pays for nurses, mid-wives and auxiliary nurse-midwives. These may accordingly be abolished. There is no justification for the special pay in the case of Epidemic Medical Officers, and B.C.G. Technicians given on grounds of having to work in rural areas. These may also be abolished.

Sisters and Staff Nurses working in operation theatres in class I Hospitals get a special pay of Rs. 30/- and Rs. 20/- p.m. respectively. The Commission considers that in their cases grant of special pay would be justified and recommends a uniform rate of special pay at Rs. 20/- p.m. to sisters and staff nurses. Similarly, staff nurse working in the Mental Hospital who get special pay of Rs. 15/- p.m. may continue to get the special pay at the existing rate.

Doctors belonging to Gujarat Medical Service Class III working in Mental Hospital are in receipt of special pays of Rs. 40/- and Rs. 35/- p.m. The Commission considers that these special pays should be continued and recommends their continuance at a uniform rate of Rs. 30/- p.m.

Eight posts of Sanitary Inspectors in the 8 Districts of Gujarat State which formed part of the pre-reorganised old Bombay State, carry a special pay at the rate of 20% of the basic pay attached to the posts. The Department has not given reasons for grant of this special pay. The Commission recommends the abolition of the special pay as its continuance for 8 posts on the ground of it being in existence since long is not justified.

SCHEDULE
DIRECTORATE OF HEALTH AND MEDICAL SERVICES

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
			Rs.	Rs.	
1	Joint Director of Public Health Services (Family Planning)	1	1600-50-1800	1400-60-1640-80-1800	To be given special pay of Rs. 150/- p.m.
2	Deputy Director of Public Health Services	5	1300-70-1440-60-1500	1400-60-1640-80-1800	
3	Deputy Director of Public Health Services in charge of Vaccine Institute, Baroda	1	1300-70-1440-60-1500	1400-60-1640-80-1800	
4	Senior Scientific Officer at the Vaccine Institute, Baroda	1	750-40-830-45-1100	850-50-1000-EB-55-1275	
5	Medical Superintendent (T. B. Sanatorium)	3	700-40-1100	850-50-1000-EB-55-1275	
6	District T. B. Officers i/c., District T. B. Centres	3	(535-560)-585-30-825-35-860-40-900 500-30-800 (unrevised)	500-30-620-EB-40-820-45-1000-EB-50-1250	
7	Medical Officer i/c., Infectious Diseases Hospital, Baroda	1	(535-560)-585-30-825-35-860-40-900 500-30-800 (unrevised)	500-30-620-EB-40-820-45-1000-EB-50-1250	
8	Medical Officer i/c., Secondary Health Centre	2	(535-560)-585-30-825-35-860-40-900 500-30-800 (unrevised)	500-30-620-EB-40-820-45-1000-EB-50-1250	
9	Junior Scientific Officer at the Vaccine Institute, Baroda	2	500-25-810-30-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
10	Medical Officer (T. B.)	3	(370-395)-420-30/2-570-35/2-745-45/2-780-45-825.	500-30-620-EB-40-820-45-1000-EB-50-1250	

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—*contd.*

1	2	3	4	Rs.	5	6
11	Assistant Director of Public Health	6	(370-395)-420-30-510-35-755-EB-40-875-45-1100	Rs. 1050-50-1100-60-1400		
12	Regional Malaria Officer	7	(370-395)-420-30-510-35-755-EB-40-875-45-1100 (+ pay of Rs. 75/-p.m.)	500-30-620-EB-40-820-45-1000-EB-50-1250		Special pay to be discontinued.
13	District Family Planning Medical Officer	18	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
14	Officer-in-charge, Regional Family Planning Training Centre	2	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
15	Medical Officer-in-charge, I. U. C. D.	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
16	District Health Officer	18	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
17	Lecturer and Medical Officer i/c., Training Centres	3	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
18	Director of T. B. Demonstration and Training Centre	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
19	Officer i/c., Public Health Laboratory, Baroda	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	(i) 850-50-1000-EB-55-1275 (ii) 700-40-860-EB-50-1110-55-1275 (for medical graduates with post-graduate qualifications)		
20	Officer-in-charge, Statistical Organisation in the Directorate of Health and Medical Services	1	420-30-570-35-710-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100		
21	Assistant Medical Officer of Health Training Unit, Kaira Project	—	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
22	Administrative Officer (Family Planning, Baroda)	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		

23	Deputy Superintendent-cum-Anesthetist at T.B. Sanatorium	2	420-30-510-35-755-EB-40-875	500-30-620-EB-40-820-45-1000-EB-50-1250	
24	Chemical Analyser to Government, Junagadh	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	(i) 1050-50-1100-60-1400 (ii) 850-50-1000-EB-55-1275 (For a Medical Graduate).	
25	Automobile Engineer-cum-Transport Officer	1	385-405-20-505-30-535-EB-30-685-EB-30-835	450-25-550-EB-30-670-EB-35-845-40-925	
26	Senior Scientific Assistant	4	(245)-350-15-470-20-570-EB-30-660-40-700	425-25-525-EB-30-675-35-850	
27	Deputy Health Engineer in Rural Health Training Centre	3	345-370-25-520-EB-25-570-35-745-40-825	450-25-550-EB-30-670-EB-35-845-40-925	
28	Statistician and Statistical Officer	8	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
29	Assistant Chemical Analyser to Government	4	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
30	Senior Medical Officer (Trachoma Scheme)	1	(245-260)-280-15-385-EB-20-585-EB-25-735 (Special pay of Rs. 75/- p.m.)	425-25-525-EB-30-675-35-850	Special pay to be discontinued.
31	Filaria Officer-in-charge, N.F.C.P.	3	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
32	Reserach Officer at N.F.C.P. Unit	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
33	Medical Officer at Head Quarter (Filaria)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
34	Health Educators in-charge Publicity Unit (Family Planning)	5	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
35	Health Education Officer (Trachoma)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
36	Officer-in-charge, Field Study and Demonstration Centre	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—contd.

1	2	3	4	5	6
			Rs.	Rs.	Special pay to be discontinued.
37	Medical Officer-in-charge, Primary Health Centre	244	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735 (+ special pay of Rs. 75 for Difficult area) (+ special pay of Rs. 50/- for other areas)	425-25-525-EB-30-675-35-850	
38	Medical Officer-in-charge, Referral Cottage Government Hospital and Dispensaries	22	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
39	Nutrition Officer under Milk Distribution Scheme	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
40	Assistant Surgeon at District Family Planning Bureau	36	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
41	Medical Officer-in-charge, Regional Family Planning Training Centres	3	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
42	Medical Officer in charge, Family Planning Centre attached to Medical Colleges	3	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
43	Superintendent Health Visitor School, Rajkot	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
44	Regional Nursing Supervisor	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
45	Chief Chemist at the Public Health Laboratory	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
46	Technical Officer-in-charge, Student Health Education Unit	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
47	Technical Officer-in-charge, Material Section (Health Education Bureau)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	

48	Training Officer (Training Unit under Health Education Bureau)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850
49	Junior Entomologist	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850
50	Personal Assistant	7	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
51	Education and Information Officer, District Family Planning Bureau	4	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
52	Social Scientist (Kaira Project)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
53	Health Education Instructors at Regional Family Planning Training Centres	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
54	Health Educator (Family Planning Bureau)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
55	Medical Officer-in-charge, Mobile IUCD Unit for Gandhinagar	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850
56	Medical Officer in-charge, Urban Family Planning Centre	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850
57	Assistant Medical Officer of Health (Kaira Project)	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850
58	Public Health Engineer, Kaira Project	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
59	Medical Lecturer-cum-Demonstrator at Regional Family Planning Centre	2	(245-260)-280-15-385-20-485-20-585-EB-25-735	425-25-525-EB-30-675--35-850
60	Administrative Officer, District Family Planning Bureau	4	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—contd.

1	2	3	4	5	6
			Rs.	Rs.	Special pay to be given at Rs. 75/-p.m.
61	Medical Officer-in-charge, Leprosy Control Unit	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735 (+ Special pay of Rs. 100/-p.m.)	425-25-525-EB-30-675-35-850	
62	Medical Officer (T.B.) <i>Non-Gazetted</i>	8	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	425-25-525-EB-30-675-35-850	
63	Assistant Editor	1	270-15-285-20-425	325-15-400-EB-20-500-EB-25-575	
64	Dental Surgeon, Training Centre, Padra	1	250-15-280-20-420 (Unrevised)	350-20-450-EB-25-550-EB-30-700	
65	Assistant Chemical Analyser (Junior)	2	250-470	325-15-400-EB-20-500-EB-25-575	
66	Health Education Extension Educator	8	250-15-280-20-420	325-15-400-EB-20-500-25-525	
67	Unit Officer, National Malaria Eradication Programme	20	250-15-280-20-420	325-15-400-EB-20-500-EB-25-575	
68	District Family Planning Officer (Non-Medical)	9	250-15-280-20-420	250-12-310-EB-15-400-EB-20-500-25-550	
69	Superintendent, Public Health Nursing School	—	200-10-250-15-400 (Unrevised)	325-15-400-EB-20-500-EB-25-575	
70	Unit Officer, Trachoma Control Unit	9	250-15-280-20-420	325-15-400-EB-20-500-EB-25-575	
71	Social Science Instructor	2	250-15-280-20-420	325-15-400-EB-20-500-25-525	
72	Superintendents	15	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
73	Unit Officer, B.C.G.	3	250-10-300-15-330-20-370	(i) 250-12-310-EB-15-400-EB-20-480 (ii) 325-15-400-EB-20-500-EB-25-575	(For Medical Personnel) (For Non-Medical personnel)

74	Publicity Officers, B.C.G.	..	2	250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-480
75	Social Worker (Jamnagar)	..	1	250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-460
76	Sanitarian	..	1	250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-480
77	Statistician (T. B. Demonstration Training Centre)	..	1	250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-460
78	Matron	..	3	250-10-300	250-12-310-EB-15-400-20-420
79	Sub-Editor	..	1	250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-460
80	Senior Food Inspector	..	1	250-10-300-15-330-20-370	250-12-310-EB-15-400-EB-20-480
81	Occupational Therapist	..	2	225-10-235-15-285-20-345	325-15-400-EB-20-500-25-525
82	Stores Officer	..	1	225-10-255-15-300	250-12-310-EB-15-400-EB-20-480
83	Medical Social Worker (TB DTC)	..	1	215-10-265-15-340	250-12-310-EB-15-400-EB-20-460
84	Medical Social Worker (Leprosy)	..	2	215-10-265-15-340	250-12-310-EB-15-400-EB-20-460
85	Chemical Assistant	..	6	195-10-245-EB-10-285-15-390	250-12-310-EB-15-400-EB-20-480
86	Bacteriological Assistant	..	3	195-10-245-EB-10-285-15-390	250-12-310-EB-15-400-EB-20-480
87	Assistant Entomologist/Entomological Assistant	..	3	195-10-245-EB-10-285-15-390	250-12-310-EB-15-400-EB-20-480
88	Senior Health Inspector	..	1	150-10-300 (Unrevised) 195-10-265-15-370	250-12-310-EB-15-400-EB-20-460
89	Artist or Artist-cum-Photographer	..	10	195-10-265-15-370	200-10-250-EB-12-310-EB-15-430
90	Social Worker	..	1	195-10-265-15-340	250-12-310-EB-15-400-20-420
91	Assistant Superintendent, Health Visitors Schools	..	2	195-10-245-15-320	250-12-310-EB-15-400-20-420
92	Senior Assistant/Accountant and other equivalent posts	..	17	195-10-245	250-12-310-EB-15-370

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
93	District Extension Educator ..	36	195-10-245	200-10-250-EB-12-310-EB-15-400	
94	Extension Educator/Social Workers ..	324	(i) 195-10-245 (ii) 145-8-185	200-10-250-EB-12-310-15-400 200-10-250-EB-12-310	
95	Non-Medical Supervisors ..	14	190-10-240-15-300-EB-15-420	250-12-310-EB-15-400-EB-20-460	
96	Health Educator (Health Education Bureau) ..	1	190-15-235-20-275	200-10-250-EB-12-310-EB-15-430	
97	Store Inspector ..	1	185-10-255-15-270	200-10-250-EB-12-310-EB-15-430	
98	Stenographer ..	5	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
99	Sister ..	24	165-5-185-10-245	200-10-250-EB-12-310-15-340	
100	Public Health Nurse/Public Health Nurse Inspector ..	16	(i) 165-5-185-10-245 (ii) 125-5-150-10-200 (Un-revised)	200-10-250-EB-12-310-15-340	
101	Assistant Unit Officers, N.M.E.P. Unit ..	20	160-6-190-8-230-EB-8-310-EB-20-370 (+ pay of Rs. 20/-p.m. to 19 posts)	250-12-310-EB-15-400-EB-20-480	Special pay to be discontinued.
102	Malaria Supervisor, N.M.E.P. Unit ..	52	160-6-190-8-230-EB-8-310-20-370	200-10-250-EB-12-310-EB-15-430	
103	Health Assistant (Book Work) ..	1	160-6-190-8-230-EB-8-310-20-370	200-10-250-EB-12-310-EB-15-430	
104	Assistant Superintendent of Vaccination ..	1	160-6-190-8-230-EB-8-310-20-370	200-10-250-EB-12-310-EB-15-430	
105	Assistant Medical Officer/Medical Assistant ..	19	160-6-190-8-230-EB-8-310-20-370	250-12-310-EB-15-400-EB-20-480	
106	Junior Health Educators Trachoma or Assistant Unit Officer ..	9	160-6-190-8-230-EB-8-310-20-370	200-10-250-EB-12-310-EB-15-430	
107	Trachoma Control Unit Assistant Medical Officer ..	2	160-6-190-8-230-EB-8-310-20-370	250-12-310-EB-15-400-EB-20-480	

108	L. M. Os.	..	3	160-6-190-8-230-EB-8-310-20-370	250-12-310-EB-15-400-EB-20-480	
109	Epidemic Medical Officer	..	1	160-6-190-8-230-EB-8-310-20-370 (+ pay of Rs. 30/-p.m. to 16 posts)	250-12-310-EB-15-400-EB-20-480	Special pay to be discontinued;
110	Assistant Medical Officer/L.M.Os. in Rural Health Training Centre	..	3	160-6-190-8-230-EB-8-310-20-370	250-12-310-EB-15-400-EB-20-480	
111	Assistant Doctor	..	2	160-6-190-8-230-EB-8-310-20-370	250-12-310-EB-15-400-EB-20-480	
112	Medical Officer	..	15	160-6-190-8-230-EB-8-310-20-370	250-12-310-EB-15-400-EB-20-480	
113	Assistant Surgeon	..	2	160-6-190-8-230-EB-8-310-20-370	250-12-310-EB-15-400-EB-20-480	
114	Medical Officer-in-charge, Leprosy	..	1	160-6-190-8-230-EB-8-310-20-370 (+ pay of Rs. 75/-p.m.)	250-12-310-EB-15-400-EB-20-480	Special pay to be continued at Rs. 50/-
115	Laboratory Technician	..	15	160-10-240-EB-15-300	200-10-250-EB-12-310-EB-15-400	
116	Health Educator	..	4	150-10-210-15-225 (Un-revised)	200-10-250-EB-12-310-EB-15-400	
117	Home Science Inspector	..	1	145-10-295-15-370	200-10-250-EB-12-310-EB-15-430	
118	Health Inspector (Health Education Bureau)	..	1	145-10-285-15-300	200-10-250-EB-12-310-EB-15-430	
119	Statistical Assistant	..	10	100-8-140-10-180-EB-10-220-(Unrevised) 145-8-185-10-255-EB-15-270	200-10-250-EB-12-310-EB-15-400	
120	Statistical Assistant	..	2	145-8-185-10-245	200-10-250-EB-12-310-EB-15-400	
121	Junior Foreman	..	8	175-10-255-15-285-EB-15-300	250-12-310-EB-15-400-EB-20-460	
122	Driving Instructor	..	1	175-10-255-15-285-EB-15-300	250-12-310-EB-15-400-EB-20-460	
123	Projectionist-cum-Mechanic	..	1	145-5-245	175-8-215-EB-10-255-12-315-EB-15-345	
124	X-Ray Technician	..	26	145-8-185-10-245	200-10-250-EB-12-310-EB-15-400	
125	Dietician	..	1	145-10-285-15-300	200-10-250-EB-12-310-EB-15-430	
126	Laboratory Technician	..	32	145-8-185-10-245	200-10-250-EB-12-310-EB-15-400	

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
127	Milk Inspector	..	3 145-5-170-6-230	175-8-215-EB-10-255-12-315-EB-15-345	
128	Health Visitor	..	33 145-5-170-6-230	175-8-215-EB-10-255-12-315-EB-15-345	
129	Audio Visual Technician	..	1 145-8-185-10-245	175-8-215-EB-10-255-12-315-EB-15-345	
130	Medical Assistant	..	1 145-8-185-10-245	175-8-215-EB-10-255-12-315-EB-15-345	
131	Non-Medical Assistant	..	15 145-8-185-10-245	175-8-215-EB-10-255-12-315-EB-15-345	
132	Junior Assistant, Senior Clerk .. and equivalent post	..	24 145-8-185-10-195	200-10-250-EB-12-310	
133	Craftsman	..	1 145-5-160-6-190 100-5-150 (Unrevised)	175-8-215-EB-10-275	
134	Field Worker	..	34 105-4-145	130-5-155-EB-7-190-EB-8-230-10-240	
135	Senior Clerk	..	124 145-8-185	200-10-250-EB-12-310	
136	Cinema Operator	..	2 145-8/2-161-9/2-170	160-7-188-EB-9-215-10-265	
137	Cinema Operator	..	33 145-2-155-3-170	160-7-188-EB-9-215-10-265	
138	Sister-Tutor/Sister	..	— 100-5-125-6-185 (Unrevised)	200-10-250-EB-12-310-15-340	
139	Sanitary Inspector	..	35 137-4-165-EB-5-205 (Special pay of 20% of basic Pay to 8 posts)	175-8-215-EB-10-275	Special pay to be discontinued.
140	Malaria Inspector	..	87 137-4-165-EB-5-205	175-8-215-EB-10-275	
141	Filaria Inspectors	..	5 137-4-165-EB-5-205	175-8-215-EB-10-275	
142	Multipurpose T.B. Worker	..	30 137-4-165-EB-5-205	175-8-215-EB-10-275	
143	B.C.G. Team Leader	..	3 137-4-165-EB-5-205	175-8-215-EB-10-275	
144	Leprosy Assistant	..	70 137-4-165-EB-5-205	175-8-215-EB-10-275	

145	Supervisor	..	36	137-4-165-EB-5-205	175-8-215-EB-10-275
146	Assistant Health Educator, Family Planning Publicity Units	..	5	137-4-165-EB-5-205	175-8-215-EB-10-275
147	Surveillance Inspector	..	544	137-4-165-EB-5-205	175-8-215-EB-10-275
148	Chemical Assistant	..	1	135-5-160-EB-10-210-EB-15-270	200-10-250-EB-12-310-EB-15-400
149	Bacteriological Assistant	..	1	135-5-160-EB-10-210-EB-15-270	200-10-250-EB-12-310-EB-15-400
150	Overseer	..	1	125-5-145-8-185-EB-10-265-EB-15-340	250-12-310-EB-15-400-EB-20-460
151	Engineering Supervisor	..	1	125-5-145-8-185-EB-10-265-EB-15-340	250-12-310-EB-15-400-EB-20-460
152	Pharmacist	..	4	125-5-165-8-245-10-255-15-270	175-8-215-EB-10-255-12-315-EB-15-345
153	Assistant Medical Officer	..	80	80-5-120-6-180-EB-8-260-EB-10-300 (Unrevised)	250-12-310-EB-15-400-EB-20-480
154	Technician	..	162	125-5-145-8-185-10-245	175-8-215-EB-10-255-12-315-EB-15-345
155	Malaria Assistant	..	3	125-5-145-8-185-10-245	175-8-215-EB-10-255-12-315-EB-15-345
156	Nurse-Mid-Wives	..	67	125-5-145 (+ special pay of Rs. 25/- p.m.)	160-6-190-EB-7-225
157	Epidemic Medical Officer	..	—	80-4-120-EB-5-175 (Unrevised)	175-8-215-EB-10-255-12-315-EB-15-345
158	Medical Assistant	..	1	120-300	175-8-215-EB-10-255-12-315-EB-15-345
159	Laboratory Assistant (Senior)	..	1	120-3-150-EB-4-170-5-190	160-7-188-EB-9-215-10-265
160	Sanitary Sub-Inspector	..	56	120-5/2-145	160-6-172-7-200
161	Auxiliary Nurse Mid-wife	..	32	120-5-145 (+ special pay of Rs. 25/- p.m.)	160-6-190-EB-7-225
162	Operation Theatre Nurse	..	55	(i) 120-5-145 (ii) 120-5-150-10-200 (Unrevised)	160-6-190-EB-7-225 200-10-250-EB-12-310-EB-15-340
163	B.C.G. Technician	..	1	120-5-165-8-245	145-7-180-EB-8-220-EB-10-300

Special pay to be discontinued.

Special pay to be discontinued.

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—contd.

1	2	3	4	5	6
			Rs.	Rs.	
164	Mechanic	..	17 120-3-135	160-6-172-7-200	
165	Family Planning Field Worker..	27	105-4-145	125-4-145-EB-5-165-7-200	
166	Driver	232	105-4-145	125-4-145-EB-5-165-7-200	
167	Driver	4	105-2-125	125-4-145-EB-5-165-7-200	
168	Nurse	1	100-145	160-6-190-EB-7-225	
169	Driver	6	100-3-130	125-4-145-EB-5-165-7-200	
170	Cinema Operator	1	100-3-130	125-4-145-EB-5-165-7-200	
171	Driver	12	100-3-130	125-4-145-EB-5-165-7-200	
172	Junior Clerk	202	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
173	Steno-typist	13	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
174	B.C.G. Technician	74	91-3-130-EB-4-170 (Special pay of Rs. 20/- p.m.)	135-5-155-EB-7-190-EB-8-230-10-250	Special pay to be discontinued.
175	Compounder	41	91-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
176	Vaccinator	17	85-1-90-2-100-3-121-4-125	125-4-145-EB-5-165-7-200	
177	Insect Collector	26	75-2-105	110-3-140	
178	Superior Fields Worker	44	75-2-105	110-3-140	
179	Surveillance Investigator	2213	75-2-105	110-3-140	
180	X-Ray Technician	1	75-2-105	110-3-140	
181	Havildar	1	75-2-105	110-3-140	
182	Auxiliary Field Worker	36	75-3-105	110-3-140	

183	Silk Screen Technician	..	1	50-4-90-5-120 (Unrevised)	130-5-155-EB-7-190-EB-8-230-10-240
184	Machine Operator/Assistant Cinema Operator	..	2	40-5/2-60 (Unrevised)	110-3-140
185	Dresser	..	279	75-2-105	110-3-140
186	Daftary	..	1	70-1-85	100-3-130
187	Naik	..	1	70-1-80	90-2-110
188	Packer	..	4	70-1-80	100-2-110
189	Mukadam	..	1	70-1-80	100-2-110
190	Peon-cum-Daftary	..	2	70-1-75	100-2-110
191	Mazdoor/Watchman/Peon/Hamal	..	659	65-1/2-70	90-2-110
192	Attendant	..	447	80/- fixed	100/- Consolidated

To be given special pay of Rs. 5/- p.m.

II—Medical

Gazetted

1	Director, Health and Medical Services	..	1	1600-100-2000	1800-100-2000
2	Deputy Director of Medical Services (Medical)	..	1	1300-70-1440-60-1500	1400-60-1640-80-1800
3	Superintendent of Nursing Services	..	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250
4	Audit Officer	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
5	Personal Assistant to Director of Health and Medical Services (Medical)	..	2	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—contd.

1	2	3	4	5	6
	<i>Non-Gazetted</i>		Rs.	Rs.	
6	Superintendent	..	11 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
7	Senior Assistant	..	51 195-10-245	250-12-310-EB-15-370	
8	Stenographer	..	9 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
9	Senior Clerk	..	119 145-6-185 (Special pay of Rs. 25/- p.m. to those who work as Cashier)	200-10-250-EB-12-310	
10	Junior Clerk	..	332 100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
11	Daftari	..	1 75-1-85	100-3-130	
12	Naik	..	3 70-1-80	90-2-110	
13	Peon	..	21 65-1/2-70	90-2-110	
14	Sweeper	..	2 65-1/2-70	90-2-110	
15	Chowkidar	..	2 65-1/2-70	90-2-110	
	<i>Gazetted</i>				
		..			
		..			
1	Dean	..	5 1300-70-1440-60-1500	1400-60-1640-80-1800	
2	Professor	..	84 1100-1100-50/2-1200-50-1400	1300-60-1600	
3	Associate Professor	..	900-30-960-40-1200	1050-50-1100-60-1400	
4	Senior Lecturer	..	172 585-30-825-35-860-40-900	500-30-620-EB-40-820-45-1000-EB-50-1250	
5	Pathologist	..	5 585-30-825-35-860-40-900	500-30-620-EB-40-820-45-1000-EB-50-1250	
6	Clinical Psychologist	..	1 425-30-575-EB-30-665-35-735	425-25-525-EB-30-675-35-850	

To be given special pay
of Rs. 5/- p.m.

7	Epidemiologist	..	4	420-30/2-570-35/2-745-35-780-45-825	500-30-620-EB-40-820-45-1000-EB-50-1250
8	Junior Lecturer	..	239	320-15-470-EB-20-570-30-690	425-25-525-EB-30-675-35-850
9	Research Assistant	..	3	320-15-470-EB-20-570-30-690	425-25-525-EB-30-675-35-850
10	Radiographer	..	3	320-15-470-EB-20-570-30-690	350-20-450-EB-25-525-30-675-EB-35-850
11	Physicist	..	1	320-15-470-EB-20-570-30-690	425-25-525-EB-30-675-35-850
12	Medical Officer in Blood Bank	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-20-735	425-25-525-EB-30-675-35-850
13	Junior Resident Anaesthetist	..	3	(245-260)-280-15-385-20-485-EB-20-585-EB-20-735	425-25-525-EB-30-675-35-850
14	Medical Officer Post Natal	..	2	(245-260)-280-15-385-20-485-EB-20-585-EB-20-735	425-25-525-EB-30-675-35-850
15	Medical Officer Anti-Natal	..	2	(245-260)-280-15-385-20-485-EB-20-585-EB-20-735	425-25-525-EB-30-675-35-850
16	Pharmacist-cum-Chemist	..	1	(245-260)-280-15-385-20-485-EB-20-585-EB-20-735	425-25-525-EB-30-675-35-850
17	Refractionist	..	2	(245-260)-280-15-385-20-485-EB-20-585-EB-20-735	425-25-525-EB-30-675-35-850
18	Bio-Chemist	..	7	245-25/2-270-30/2-330-35/2-435-35-470	325-15-400-EB-20-500-EB-25-575
19	P. A. to Dean/Civil Surgeon	..	11	245-25/2-270-30/2-330-35/2-435-35-470	325-15-400-EB-20-500-EB-25-575
20	Junior Scientific Officer (Plasma Unit)	..	1	585-25-810-EB-30-900	500-30-650-EB-35-825-EB-45-1050-50-1100
21	Senior Scientific Assistant (Plasma Unit)	..	2	420-15-570-EB-25-695	425-25-525-EB-30-675-35-850
<i>Non-Gazetted</i>					
22	Dental Surgeon	..	7	230-10-310-15-370-EB-15-460-20-520	350-20-450-EB-55-550-EB-30-700
23	Chemist and Pharmacist	..	1	230-10-310-15-370-EB-15-460-20-520	350-20-450-EB-25-600

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—*contd.*

1	2	3	4	5	6
			Rs.	Rs.	
24	Social Worker	..	5 215-10-265-15-340	250-12-310-EB-15-400-20-420	
25	Head Clerk	..	3 195-10-245	250-12-310-EB-15-370	
26	Accountant/Senior Account Clerk	..	5 195-10-245	250-12-310-EB-15-370	
27	X-Ray Technician	..	3 185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
28	Modellor	..	1 185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
29	Electronic Technician	..	2 185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
30	Laboratory Technician	..	49 185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
31	Dental Mechanic	..	3 185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
32	Stenographer	..	6 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
33	Public Health Nurse	..	3 165-5-185-10-245	200-10-250-EB-12-310-15-340	
34	Librarian	..	10 150-5-165-6-195-EB-8-275	General scale for Librarian	
35	Statistician	..	3 145-8-185-10-225-EB-10-255-EB-15-270	200-10-250-EB-12-310-EB-15-400	
36	Senior Clerk	..	18 145-8-185	200-10-250-EB-12-310	
37	Store-Keeper, Assistant Store-Keeper	..	4 145-8-185	200-10-250-EB-12-310	
38	Artist	..	2 145-190	200-10-250-EB-12-310	
39	Assistant Accountant	..	1 145-8-185	200-10-250-EB-12-310-15-340	
40	Statistical Clerk	..	1 145-8-185	200-10-250-EB-12-310	
41	Assistant Electrical and Mechanical Technician	..	1 137-4-165-EB-4-185-5-190	175-8-215-EB-10-275	
42	Micro-Photographer	..	1 128-4-160	175-8-215-EB-10-275	

43	Micro-Photographer	..	2	100-3-130-4-170	175-8-215-EB-10-275
44	Physical Instructor	..	1	120-5-170-EB-8-250-EB-10-300	175-8-215-EB-10-255-12-315-EB-15-345
45	Physical Instructor	..	2	115-5-185-8-245	175-8-215-EB-10-255-12-315-EB-15-345
46	Carpenter	..	2	105-5/2-125	125-4-145-EB-5-165-7-200
47	Laboratory Assistant	..	63	105-5/2-125	135-5-155-EB-7-190-EB-8-230-10-250
48	Museum Assistant	..	2	105-5/2-125	135-5-155-EB-7-190-8-230-10-250
49	Compounder	..	1	100-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
50	Medica Maker	..	1	100-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
51	Gas Plant Operator	..	1	(i) 100-3-130 (ii) 95-125	125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200
52	Clerk-Typist	..	47	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
53	Driver	..	1	95-2-105	125-4-145-EB-5-165-7-200
54	Mukadam	..	1	75-3-81-4-105	110-3-140
55	Mukadam, Museum Servant	..	6	75-1-80	100-2-110
56	Laboratory Servant	..	1	70-1-80	100-2-110
57	Dissection Room Assistant	..	1	70-1-75	100-2-110
58	Other Class IV Staff (Peon, Mali, Watchman, Sweeper, Animal Attendant, Dis-section Room Assistant, Hamal, Laboratory Attendant, Keeper)	..	257	65-1/2-70	90-2-110
59	Laboratory Attendant	..	30	30-1-50 (Unrevised)	90-2-110

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—contd.

1	2	3	4	5	6
	<i>Gazetted</i>		IV—Hospitals		
			Rs.	Rs.	
1	Gujarat Medical Services Class I. (A) Division I.	25	370-395-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
2	Gujarat Medical Services Class I. (B) Division II.	3	370-395-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
3	Assistant Superintendent of Nursing Services	1	320-20-420	350-20-450-EB-25-550-EB-30-700	
4	Matron	4	420-25-570	350-20-450-EB-25-550-EB-30-700	
5	Matron	4	320-20-420	350-20-450-EB-25-600	
6	Assistant Matron	2	320-20-420	350-20-450-EB-25-600	
7	Gujarat Medical Services Class II.	181	(245-260)-280-15-385-20-485-EB-20-535-EB-25-735	425-25-525-EB-30-675-35-850	
	<i>Non-Gazetted</i>				
8	Physiotherapist	4	250-5-300-10-310-15-400-20-420	325-15-400-EB-20-500-EB-25-575	
9	Occupational Therapist	1	250-370	325-15-400-EB-20-500-EB-25-525	
10	Matron	16	250-10-300	250-12-310-EB-15-400-20-420	
11	Sister-Tutor (Certified)	29	250-10-300	250-12-310-EB-15-400-20-420	
12	Occupational Therapist	1	225-10-235-15-285-20-345	325-15-400-EB-20-500-25-525	
13	Assistant Matron	6	195-10-265	250-12-310-EB-15-400-20-420	
14	X-Ray Technician	4	185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
15	Laboratory Technician (Ansuva Leprosy Hospital)	9	(i) 185-10-255-15-270 (ii) 140-10-220 (Un-revised)	200-10-250-EB-12-310-EB-15-400 200-10-250-EB-12-310-EB-15-400	

16	Dental Mechanic	..	2	185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
17	Sister-Tutor (Uncertified)	..	2	165-5-185-10-245	200-10-250-EB-12-310-EB-15-340	
18	Sister	..	171	(165-5-185-10-245 (Special pay of Rs. 30/-p.m. to those who are working in Operation Theatre in Class I, Hospitals).	200-10-250-EB-12-310-EB-15-340	Special pay to be continued at Rs. 25/-p.m.
19	Public Health Nurse	..	9	165-5-185-10-245	200-10-250-EB-12-310-15-340	
20	Warden	..	5	165-5-185-10-245	200-10-250-EB-12-310-15-340	
21	Gujarat Medical Services Class III	..	177	160-6-190-8-230-EB-8-310-EB-20-370 (Special pay of Rs. 40/-p.m. and Rs. 35/-p.m. to those who are working in Mental Hospital)	250-12-310-EB-15-400-EB-20-480	Special pay to be continued at Rs. 30/-p.m.
22	Senior Pharmacist	..	2	160-15-300-EB-15/2-450	250-12-310-EB-15-400-EB-20-500-25-550	
23	Laboratory Technician	..	15	160-300	200-10-250-EB-12-310-EB-15-400	
24	X-Ray Technician	..	46	145-8-185-10-245	200-10-250-EB-12-310-EB-15-400	
25	Laboratory Technician	..	151	145-8-185-10-245	200-10-250-EB-12-310-EB-15-400	
26	Health Visitor	..	55	145-5-170-6-230	175-8-215-EB-10-255-12-315-EB-15-345	
27	Staff Nurse	..	688	125-5-145 (+Special pay of Rs. 20/-p.m. to those who are working in Operation Theatre in Class I Hospitals and Rs. 15/-p.m. to those who are working in Mental Hospitals)	160-6-190-EB-7-225	Special pay to be continued.
28	Junior Pharmacist	..	80	125-5-165-8-245-10-255-15-270	175-8-215-EB-10-255-12-315-EB-15-345	
29	Electrician	..	2	125-3-140-5-160	160-6-190-EB-7-225	
30	Linenkeeper	..	10	125-4-165	160-6-190-EB-7-225	
31	Midwife	..	135	120-5-145	160-6-190-EB-7-225	
32	Messure (Messagist)	..	5	105-3-132-4-136-EB-4-160	130-5-155-EB-7-190-EB-8-230-10-240	

DIRECTORATE OF HEALTH AND MEDICAL SERVICES—concl'd.

1	2	3	4	5	6
			Rs.	Rs.	
33	X-Ray Laboratory Assistant ..	99	100-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
34	Compounder ..	441	(i) 100-3-130-EB-4-170 (ii) 75-130	(i) 135-5-155-EB-7-190-EB-8-230-10-250 (ii) 130-5-155-EB-7-190-EB-8-230-10-240	
35	Theatre Assistant ..	16	(i) 70-1-75 (ii) 65-1-80 (iii) 65-1-70-EB-2-80-5-100	(i) 100-3-130 (ii) 100-3-130 (iii) 100-3-130	
36	Driver ..	58	(i) 100-3-130 (ii) 95-2-105	(i) 125-4-145-EB-5-165-7-200 (ii) 125-4-145-EB-5-165-7-200	
37	Lady Superintendent Ansuya Leprosy Hospital, Ahmedabad		125/-fixed (Unrevised)	160-6-190-EB-7-225	
38	Matron, Leper Hospital, Junagadh		125/-fixed (Unrevised)	160-6-190-EB-7-225	
39	Sister in Leprosy Hospital, Ahmedabad and Leper Hospital, Junagadh		100/-fixed (Unrevised)	160-6-190-EB-7-225	
40	Laboratory and Theatre Assistant, Steel Hospital, Chhota Udepur		35-1-60 (Unrevised)	100-3-130	
41	Cook, Government Hospital, Anjar		17/-fixed (Unrevised)	90-2-110 (if full time post)	
42	Eye Assistant, Government Hospital, Anjar		55-2-75 (Unrevised)	125-3-140-EB-4-160	
43	Laboratory and X-Ray Assistant, Government Hospital, Anjar		30-1-42 (Unrevised)	100-2-110	

SECTION 2—DIRECTORATE OF MEDICAL SERVICES (E. S. I. SCHEME)

The Directorate of Employees' State Insurance came into existence on 1st October 1965. The Department deals with the medical care of industrial workers under the E.S.I. Act of 1948. The Department provides free out patient Department, medical treatment, free specialist out patient Department treatment, free indoor treatment, free supply of scheduled drugs etc. at such places where the E.S.I. scheme is implemented. The Director (E.S.I.) is the head of the Department.

(i) **Director** (Rs. 1600-1800)

The scale of pay of the post of Director has been revised with effect from 19th July 1967 without reference to the Commission. The Commission considers that having regard to the duties and responsibilities of the post of Director of the E.S.I. there is no justification for rating the post higher than the Deputy Director of Health and Medical Services. Accordingly the Commission recommends the scale of Rs. 1400-60-1640-80-1800 for this post.

(ii) **Assistant Director** (Rs. 700-1100)

The post of Assistant Director is filled by promotion of Civil Surgeons. The recruitment qualification expected is M.B.B.S. and a post-graduate degree in Medicine or Public Health. Considering the recruitment qualification and the level of responsibility the Commission feels that it can be compared to the post of Assistant Director of Public Health and accordingly recommends the scale of Rs. 1050-50-1100-60-1400.

(iii) **Medical Inspectors** (Rs. 485-910) **Insurance Medical Officer** (Rs. 485-910)

Both these categories of posts are in class II. Looking to the qualification (M.B.B.S.), prescribed for direct recruitment, and the functions discharged these posts are comparable to posts on Gujarat Medical Service class II and those of Medical Officers on the Health side. The Secretary, Panchayats and Health Department has also suggested the same treatment to Doctors in Class II in E.S.I. At present the Commission learns, the scales prescribed for these posts are inclusive of non-practising allowances. The Commission therefore recommends that the scale of Rs. 425-25-525-EB-30-675-35-850 proposed for Class II posts on the medical and Public Health wings may apply to these posts also with non-practising allowance, at usual rates in addition.

(iv) **Officer-in-charge, Central Medical Store** (Rs. 370-695)

This post is filled either by promotion or direct selection. The direct recruit is expected to possess the degree of Bachelor of Pharmacy. Having regard to the duties of the post and internal relativities *vis-a-vis* the lower store-keeping staffs the Commission recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850.

(v) **Dental Hygienist** (Rs. 160-370)

The posts of dental hygienist are filled by direct recruitment of candidates who have passed the S.S.C. and the dental hygienist course. Considering the qualifications and the nature of work the Commission feels that the scale of Rs. 200-10-250-EB-12-310-EB-15-430 would be adequate for the post.

(vi) **Special Pays**

Nurses and Mid-wives get special pays of Rs. 15/- and Rs. 10/- p.m. respectively. The Secretary, Panchayats and Health Department has recommended that the special pays may be abolished if the pay scales are revised upwards. In view of the revision of scales suggested by the Commission the special pays are no longer necessary and may be discontinued.

SCHEDULE

DIRECTORATE OF MEDICAL SERVICES (E. S. I. SCHEME)

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay			Remarks
1	2	3	4		5		6	
Rs.								
Gazetted								
1	Director of Medical Services, E.S.I. Scheme	1	1600-50-1800		1400-60-1640-80-1800			
2	Assistant Director of Medical Services	1	700-40-1100		1050-50-1100-60-1400			
3	Medical Inspector	7	485-20-585-25-910		425-25-525-EB-30-675-35-850			
4	Insurance Medical Officer	264	485-20-585-25-910		425-25-525-EB-30-675-35-850			
5	Administrative Officer	1	420-30-510-35-755-EB-40-875-45-1100		500-30-620-EB-40-820-45-1000-EB-50-1250			
6	Chief Accounts Officer	1	370-395-420-30-570-35-710-40-750-EB-40-950		500-30-650-EB-35-825-EB-45-1050-50-1100			
7	Officer-in-charge, Central Medical Store	1	370-20-470-EB-25-695		350-20-450-EB-25-525-30-675-EB-35-850			
8	Administrative Officer	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735		350-20-450-EB-25-525-30-675-EB-35-850			
9	Personal Assistant	1	245-10-275-15-410-20-470		350-20-450-EB-25-600			
10	Accounts Officer	1	245-10-275-15-410-20-470		350-20-450-EB-25-600			
Non-Gazetted								
11	Dental Surgeon	3	230-10-310-15-370-15-460-20-520		350-20-450-EB-25-550-EB-30-700			
12	Store Officer	2	270-8-310-10-460		325-15-400-EB-20-500-EB-25-575			
13	Store-keeper	1	230-8-310-10-460		250-12-310-EB-15-400-EB-20-480			

14	Superintendent	8	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
15	Public Relation Officer	2	215-10-265-15-340	250-12-310-EB-15-400-EB-20-460	
16	Senior Assistant	8	195-10-245	250-12-310-EB-15-370	
17	Accountant	2	195-10-245	250-12-310-EB-15-370	
18	Cashier	1	195-10-245	250-12-310-EB-15-370	
19	Stenographer	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
20	Dental Hygienist	3	160-5-190-8-230-8-310-20-370	200-10-250-EB-12-310-EB-15-430	
21	Health Visitor	46	145-5-170-6-230-10-260	175-8-215-EB-10-255-12-315-EB-15-345	
22	X-Ray Technician	3	145-3-185-10-245	200-10-250-EB-12-310-EB-15-400	Direct recruit B.Sc. who have undergone the training course should start at Rs. 220/-.
23	Laboratory Technician	46	145-8-185-10-245	200-10-250-EB-12-310-EB-15-400	
24	Senior Clerk	65	145-8-185	200-10-250-EB-12-310	
25	Electrician	1	137-4-165-4-185-5-190	175-8-125-EB-10-275	
26	Pharmacist	13	125-5-165-8-245-10-255-15-270	175-8-215-EB-10-255-12-315-EB-15-345	
27	Nurse	142	125-5-145 (+ special pay of Rs. 15/- p.m.)	160-6-190-EB-7-225	Special pay to be discontinued.
28	Midwife	69	120-5-145 (+ special pay of Rs. 10/- p.m.)	160-6-190-EB-7-225	Special pay to be discontinued.
29	Wireman	1	105-3-150-4-190	135-5-155-EB-7-190-EB-8-230-10-250	
30	Clerk-typist	216	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	

DIRECTORATE OF MEDICAL SERVICES (E. S. I. SCHEME)—*Concl'd.*

1	2	3	4	5	6
			Rs.		
31	Steno-typist	..	1 100-3-130-EB-4-170 (+ Short Hand Allowance)	130-5-155-EB-7-190-EB-8-230-10-240	
32	Driver	..	15 100-3-130	125-4-145-EB-5-165-7-200	
33	X-Ray Assistant	..	2 100-170	135-5-155-EB-7-190-EB-8-230-10-250	
34	Laboratory Assistant	..	3 100-170	135-5-155-EB-7-190-EB-8-230-10-250	
35	Assistant Pharmacist/Compounder	279	91-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
36	Dresser	..	142 70-1-80	110-3-140	
37	Naik	..	1 70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
38	Helper	..	2 65-1/2-70	90-2-110	
39	Peon	..	350 65-1/2-70	90-2-110	
40	Watchman	..	49 65-1/2-70	90-2-110	
41	Packer	..	24 65-1/2-70	90-2-110	
42	Store-Keeper	..	18 65-1/2-70	90-2-110	
43	Attendant	..	13 65-1/2-70	90-2-110	
44	Laboratory Attendant	..	3 65-1/2-70	90-2-110	
45	Sweeper	..	10 65-1/2-70	90-2-110	

SECTION 3—DIRECTORATE OF AYURVED

The Directorate of Ayurved is a recently created department with the Director of Ayurved as its head. It deals with Ayurvedic medical treatment and teaching through Ayurved Colleges run by the Government.

In regard to the determination of the scales of pay of posts in his department, the Director sought parities with the Directorate of Health and Medical Services. The Secretary, Panchayats and Health Department has however disagreed with this view. He has pointed out that there is no valid criterion for comparison. The Commission is also of the view that the two systems of medicine being basically different both in regard to form and content comparisons could at best be superficial. The manpower situation, requirement of personnel and shortages which are relevant in the context of fixing the scale of pay of medical personnel do not necessarily apply in the case of the Ayurved Department. In the circumstances the case for parities can not be upheld as valid.

(i) **Director** (Rs. 1000-1400)

Consistent with broad banding of posts of Heads of Departments, the Commission recommends the pay scale of Rs. 1100-50-1200-60-1500 for the post of Director.

(ii) **Principal** (Rs. 800-1200)

The appointment of the Principal is made by direct selection of Vaidyas having one of the basic degrees in Ayurved with 5 years' practice in Shuddha Ayurved or teaching experience for the same period. The Director has sought parity in respect of revised pay scale with the Principals of Medical Colleges. Considering the nature of duties of the Principals of Ayurved Colleges, the Commission recommends the pay scale of Rs. 1050-50-1100-60-1400.

(iii) **Vaidya (Panchkarma)** (Rs. 485-910)

The posts of Vaidyas are filled by direct recruitment of candidates possessing one of the qualifications specified in the schedule to the Gujarat Medical Practitioners Act, 1963 with 5 years' experience of teaching and conducting Panchkarma work in Ayurvedic Hospitals, preference being given to candidates possessing research experience in Panchkarma or post-graduate qualification of H.P.A. (Jamnagar) or H.P.I.M. (Madras). Having regard principally to the qualification and internal relativity the Commission recommends the pay scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100 for these posts.

(iv) **Physician** (Rs. 470-735)

This post is also filled by direct selection from amongst those who possess the qualification of H.P.A. (Jamnagar) or H.P.A. (Poona) or H.P.I.M. (Madras) and three years' experience of hospitals administration and of conducting of hospitals according to Ayurvedic system with a fair experience in *Panchkarma*. The Commission recommends for these posts the scale of Rs. 450-25-550-EB-30-670-35-845-EB-40-925.

(v) **Assistant Director of Ayurved** (Rs. 420-695)

No rules for recruitment to this post have been framed as yet. It is a technical post requiring academic qualifications in Ayurved. The Assistant Director assists the Director. The Commission recommends the pay scale of Rs. 425-25-525-EB-30-675-35-850.

(vi) **Botanist** (Rs. 420-695)

...

The post of Botanist is filled by direct selection of a candidates possessing one of the qualifications specified in the schedule to the Gujarat Medical Practitioners Act, 1963 with special apti-

tute in the study and/or has worked and/or has done literary work on medicinal herbs according to Ayurved and has worked in the Department of the "Dravya Guna" in any recognised Ayurvedic Institute in the capacity of Professor or Assistant Professor for a period of 5 years. Considering the qualification and the duties and responsibilities of the post, the Commission recommends the scale of Rs. 425-25-525-EB-30-675-35-850 for this post.

(vii) **Senior Scientific Assistant** (Rs. 420-695)

Appointment of the Senior Scientific Assistant is made by direct selection from those who possess a Master's degree in Science (Chemistry) or Master's degree in Pharmacology with five years' experience in analytical or research laboratory and who possess knowledge of sanskrit. For comparable posts in the Health and Medical Department, and the Drugs Control Administration the Commission has recommended the scale of Rs. 425-850. The Commission accordingly recommends the scale of Rs. 425-25-525-EB-30-675-35-850 for this post.

(viii) Professor Class II	}	(Rs. 245-735)
Resident Medical Officer		
Resident Professor		

Appointment to the posts of Professor Class II and Resident Professor is made by direct selection of a candidate possessing a degree in Ayurved with 5 years' practice or teaching experience in Shudhdha Ayurveda.

The Resident Medical Officer is also expected to possess the same qualification with experience of 5 years in running an Ayurvedic dispensary or three years of experience of running an Ayurvedic hospital. The Resident Medical Officer is in charge of all sections of the hospital. The Commission recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for all the three categories of posts.

(ix) **Non-Practising Allowance**

The Director of Ayurved has recommended that the posts in his Department should carry non-practising allowance as in the case of the technical posts of the Directorate of Health and Medical Services. The Secretary, Panchayats and Health Department has supported the proposal and has recommended non-practising allowance for vaidyas at 25% of basic pay. As mentioned earlier the Commission is not required to go into the question of non-practising allowance under the terms of reference but has subsequently been asked by Government to examine it nevertheless. In the circumstances the Commission does not wish to expand the scope of inquiry to cover the issue of grant of the non-practising allowance to new categories of posts where both the basis and rates of the allowance have to be determined. The Commission however agrees in principle to the grant of the allowance to posts in the Ayurved Department. But the issue having to be determined with regard to (a) the possibilities and extent of private practice the incumbents of various posts can have; (b) the level of earnings in professional practice; (c) the ease or difficulty of recruitment with reference to which Non-Practising Allowance as an incentive should be fixed, the Commission considers that it is somewhat premature to fix rates of Non-Practising Allowance in the case of a new Department. The Government may examine the position at a suitable juncture and decide the rates of allowance with reference to all the valid considerations in that behalf. The rates of Non-Practising Allowance to posts which carry such an allowance at present in the Department may remain unaltered.

SCHEDULE

DIRECTORATE OF AYURVED

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director of Ayurved	..	1 1000-50-1200-50-1400	1100-50-1200-60-1500	
2	Principal	..	3 800-40-1000-50-1200	1050-50-1100-60-1400	
3	Vaidya (Panchkarma)	..	4 485-20-585-EB-25-910	500-30-650-EB-35-825-EB-45-1050-50-1100	
4	Physician	..	3 470-20-570-30-630-35-735	450-25-550-EB-30-670-35-845-EB-40-925	
5	Assistant Director of Ayurved	1	420-15-570-EB-25-695	425-25-525-EB-30-675-35-850	
6	Botanist	..	1 420-15-570-EB-25-695	425-25-525-EB-30-675-35-850	
7	Senior Scientific Assistant	..	1 420-15-570-EB-25-695	425-25-525-EB-30-675-35-850	
8	Professor, Class II	..	20 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
9	Resident Medical Officer	..	9 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
10	Resident Professor	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
11	P. A. to Director of Ayurved	1	270-20-410	325-15-400-EB-20-500-EB-25-575	
12	P. A. to Principal	..	3 270-20-410	325-15-400-EB-20-500-EB-25-575	
<i>Non-Gazetted</i>					
13	Agriculture Assistant	..	1 260-10-280-15-370	250-12-310-EB-15-400-EB-20-480	
14	Superintendent	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	

DIRECTORATE OF AYURVED—Concl'd.

1	2	3	4	5	6
			Rs.	Rs.	
15	Senior Auditor	..	1 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
16	Matron	..	1 250-10-300	250-12-310-EB-15-400-20-420	
17	Librarian	..	1 225-10-245-15-320-EB-15-470	General scale for Librarian	
18	Assistant Professor	..	26 195-10-265-15-370	250-12-310-EB-15-400-EB-20-480	
19	Senior Assistant	..	1 195-10-245	250-12-310-EB-15-370	
20	Head Clerk/Accountant	..	9 195-10-245	250-12-310-EB-15-370	
21	Technician	..	3 185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
22	Panchakarma Technician	..	3 185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
23	Plant Collector	..	1 185-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
24	Stenographer	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
25	Head Clerk-cum-Accountant	..	1 165-8-245	250-12-310-EB-15-370	
26	Head Clerk	..	1 165-8-245	250-12-310-EB-15-370	
27	Vaidya	..	40 160-6-190-8-230-EB-8-310-EB-20-370	250-12-310-EB-15-400-EB-20-480	
28	Assistant Lady Vaidya (Panchkarma)	..	1 160-6-190-8-230-EB-8-310-EB-20-370	250-12-310-EB-15-400-EB-20-480	
29	Lady Vaidya	..	1 160-6-190-8-230-EB-8-310-EB-20-370	250-12-310-EB-15-400-EB-20-480	
30	Bone-setter	..	1 160-6-190-8-230-EB-8-310-EB-20-370	250-12-310-EB-15-400-EB-20-480	
31	Sister	..	10 165-10-245	200-10-250-EB-12-310-15-340	
32	Demonstrator	..	10 145-8-225	200-10-250-EB-12-310-15-340	
33	Accountant	..	1 145-8-185	200-10-250-EB-12-310-15-340	
34	Assistant Accountant	..	1 145-8-185	200-10-250-EB-12-310-15-340	

35	Senior Clerk	..	10	145-8-185	200-10-250-EB-12-310
36	Head Clerk-cum-Accountant	..	1	145-8-185	200-10-250-EB-12-310-15-340
37	Senior Clerk-cum-Accountant	..	1	145-8-185	200-10-250-EB-12-310-15-340
38	Junior Auditor	..	1	145-8-185	200-10-250-EB-12-310-15-340
39	Electrician	..	1	120-3-150-EB-3-165	160-6-190-EB-7-225
40	Nurse	..	47	125-5-145	160-6-190-EB-7-225
41	Assistant Laboratory Technician	..	1	105-3-135	125-4-145-EB-5-165-7-200
42	Assistant Technician (Panchkarma)	..	2	100-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
43	Typist	..	5	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
44	Clerk	..	11	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
45	Clerk-typist	..	11	100-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
46	Assistant Technician	..	1	100-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
47	Compounder	..	29	100-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250
48	Case Writer	..	1	70-1-75	110-3-140
49	Dresser	..	9	70-1-75	110-3-140
50	Ward Servant	..	50	65-1/2-70	90-2-110
51	Cook	..	10	65-1/2-70	90-2-110
52	Peon	..	47	65-1/2-70	90-2-110
53	Cook Maid	..	10	65-1/2-70	90-2-110
54	Chowkidar	..	10	65-1/2-70	90-2-110
55	Sweeper	..	31	65-1/2-70	90-2-110
56	Panchkarma Servant	..	14	65-1/-2-70	90-2-110
57	Class IV Servant	..	38	65-1/2-70	90-2-110
58	Gardener	..	4	65-1/2-70	90-2-110

SECTION 4—DRUGS CONTROL ADMINISTRATION

The Drugs Control Administration was originally set up essentially for the enforcement of the Drugs Act, 1940. The scope and sphere of activity of the department have expanded considerably in the recent years consequent to various amendments to the act and the rapid expansion of the drugs and pharmaceuticals industry. The principal functions of the drugs control administration are :—

- (1) Inspection and licensing of drug manufacturing units;
- (2) Sampling of drugs;
- (3) Investigation of cases of spurious drugs and breaches of the provisions of the act;
- (4) Inspection and licensing of selling premises;
- (5) Checking the efficacy, toxicity and quality of new drugs prior to permitting their manufacture.

The administration is headed by the Director who is the head of the Department.

BORKAR COMMITTEE REPORT

The Director of the Drugs Control Administration has invited the Commission's attention to the report of a Committee appointed by the Government of India to study the working of drugs control administrations in the various States and urged the adoption of the scales of pay recommended by the Committee known as the Borkar Committee for the personnel manning the State drugs control administration. He pointed out that the Central Council of Health had appointed a Sub-Committee to study the report and the sub-committee has favoured the acceptance of the report with minor modifications.

The principal recommendation of the Committee on Drugs Control relevant to the present context was that salaries and conditions of technical personnel working in drugs control administrations and its laboratories should be improved so as to attract and retain personnel. The Committee recommended two sets of scales of pay applicable to personnel in State drugs administrations depending upon the degree of development of the drugs industry in the State concerned. The Committee recommended the higher of the two scales for the State of Gujarat on the ground that the drugs and pharmaceuticals industry is highly developed in the State. The scales of pay recommended by the Committee are as under :—

Director	Rs. 1800-2250
Joint Director	Rs. 1600-2000
Deputy Director	Rs. 1300-1600
Assistant Director	Rs. 700-1250
Senior Drugs Inspector	Rs. 600-1000
Drugs Inspector	Rs. 400-900
Law Officer	Rs. 1000-1600

Full-fledged testing laboratory

Director in charge	Rs. 1600-2000
Deputy Director	Rs. 1300-1600
Assistant Director	Rs. 700-1250

Other laboratories

Director in charge	Rs. 1300-1600
Deputy Director	Rs. 1000-1400
Assistant Director	Rs. 700-1250

The Commission has given careful consideration to the recommendations of the committee on drugs control. While the basis of the Committee's recommendation is unexceptionable the adoption of the scales of pay suggested by the Committee would mean a very steep increase of scales of pay of personnel in the department. The Commission has no information as to whether the recommendations have been accepted by the Government of India or by any of the State Governments. Moreover the scales of pay set out by the Committee do not seem to be related to any specific qualifications for posts at various levels. The Committee's field of enquiry was circumscribed and any recommendations made by that body regarding pay-scales cannot be taken in wholly by this Commission which is charged with the responsibility for revision of pay-scales of all the services under Government. The relativities both inter-departmental and within a department are important and the revision of salaries cannot be proposed without reference to the claims of other departments and the pressing claims on the States financial resources. In the circumstances the Commission desires to make it clear that while the Commission accepts the need for improving the scales of pay of the personnel in the drugs control administration in the light of the recommendations of the Committee on drugs control adoption of the scales recommended by the Committee is not practicable. The Secretary, Panchayat and Health Department had also expressed a similar view before the Commission.

(i) **Director (Rs. 1100-1300)**

The scale of pay of the post which was originally Rs. 735-1100 has been revised in 1966 to Rs. 1100-50-1300. The Commission considers that a further revision of the scale is necessary both in view of the qualifications for the post and the importance of the duties attached to it having regard to the growth of the pharmaceutical industry in the State. The Commission therefore recommends for this post the scale of Rs. 1300-60-1600 in the light of the earlier discussion of the scales of pay of heads of department.

(ii) **Senior Scientific Officer (Rs. 750-1100)**

The Senior Scientific Officer is in charge of the Pharmaceutical Chemistry division of the Drugs Laboratory and has also been declared as the Government analyst under the Drugs and Cosmetics Act. Appointment to this post is made either by nomination of a candidate possessing a post-graduate degree in Pharmacy or Pharmaceutical Chemistry or in Chemistry with Pharmaceutics as a special subject and six years' experience in the analysis of drugs of which two years should be in the field of guiding analytical research; or by promotion of junior scientific officers. The Director has proposed a scale of Rs. 1000-1500 for this post, lower than that proposed for the post of Deputy Director on the ground that the responsibilities of the post of Deputy Director are higher and the field of duty more extensive. The Secretary, Panchayats and Health Department did not favour the proposal but suggested that the Senior Scientific Officer and the Deputy Director be put on par.

The Commission has examined the Director's proposal but is unable to agree to it. The duties of the Senior Scientific Officer are research oriented and in the existing set up of the department the responsibilities of the Senior Scientific Officer at the laboratory are very heavy. Besides the research bias in the qualifications prescribed for the post especially in regard to experience required of recruits is another factor to be taken note of. Taking these factors into consideration the Commission recommends for the post of Senior Scientific Officer the scale of Rs. 850-50-1000-EB-55-1275.

(iii) **Deputy Director** (Rs. 535-900 + Special pay of Rs. 100/- p.m.)

The Deputy Director assists the Director in the working of the Drugs administration in all its aspects including policy and planning. The post is filled either by promotion of an Assistant Director or by direct recruitment of a post-graduate in Pharmacy or Pharmaceutical Chemistry or Chemistry with Pharmaceutics as a subject or a degree holder in Pharmacy or Pharmaceutical Chemistry with 5 years' experience in the working of the Drugs and Cosmetics Act and three years' experience in the manufacture and/or testing of drugs. The present arrangement of a special pay for this post over and above the pay-scale of the post of Assistant Director is very unsatisfactory and deserves to be modified. The Director has proposed a scale of Rs. 1300-1600 as recommended by the Borkar Committee. The Commission considers that having regard to the duties of the post which are partly administrative and partly technical the post could be broad-banded with other posts at a similar level in other departments and accordingly recommends the scale of Rs. 700-40-860-EB-50-1110-55-1275. The special pay may be abolished in view of the separate scale of pay evolved for the post.

(iv) **Assistant Director** (Rs. 535-900)

The qualifications for direct recruitment to this post are the same as for the post of Deputy Director except that the experience required is of three years only. The Assistant Directors are also recruited on promotion of Senior Drugs Inspectors. Those Assistant Directors who are at the headquarters provide general assistance to the Director while those at the regional levels function as licensing authorities and supervise the working of Drugs Inspectors. The Director has proposed a scale of Rs. 1000-1500 for the post on the main ground that the post has regional jurisdiction. The Secretary of the Panchayats and Health Department has recommended the equation of the posts of Junior Scientific Officers and the Assistant Directors. The Commission considers that this equation is quite in order. The scale of pay for the post of Junior Scientific Officer is discussed below.

(v) **Junior Scientific Officer** (Rs. 535-900)

The Junior Scientific Officers who are in charge of divisions are responsible for organising research programmes and supervising the work of Junior Scientific Assistants. The Junior Scientific Officers have also been declared as Government analysts. The recruitment qualification is a post-graduate degree in Pharmacy, Pharmacology and Microbiology and experience of three years in the analysis of drugs. Senior Scientific Assistants are eligible for promotion to this post. The Director has recommended for this post the scale of Rs. 750-1100. He has also pointed out difficulties of recruitment at this level. As indicated above the Commission has accepted the Secretary, Panchayat and Health Department's proposal for equating the posts of Junior Scientific Officer and Assistant Director. The Commission considers that the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100 would be appropriate to the duties and the levels of responsibilities of these posts.

(vi) **Drugs Inspectors** (Rs. 370-695) (Rs. 245-515)

Posts of Drugs inspectors exist at two levels, the Senior posts being filled on promotion of Junior Drugs Inspectors. The recruitment qualification for the post of Junior Drug Inspector is a degree in Pharmacy or Pharmaceutical Chemistry or post graduate degree in Chemistry with Pharmaceutics as a special subject or a degree in science with one year's training in an approved laboratory. Their duties relate to inspection of manufacturing and selling premises, investigation of complaints and launching of prosecutions and procuring samples of drugs for testing. The senior drug inspectors assist the Assistant Directors in granting licenses and investigate important cases. The Director has proposed the scale of Rs. 600-1000 for the post of Senior Drug Inspectors and a scale of Rs. 400-900 for the lower posts. The Director has referred to difficulties of recruitment at the level of drug inspectors also and has sought a revision of the scales of pay in order to attract qualified recruits. The Commission considers that having regard to the quali-

fications prescribed for recruitment and the nature of responsibility discharged by the drug inspectors the scale of Rs. 350-20-450-EB-25-650 would be adequate for the posts of Junior Drug Inspectors. For the post of Senior Drug Inspectors the Commission recommends the scale of Rs. 425-25-525-EB-30-675-35-850.

(vii) Senior Scientific Assistant (Rs. 370-695) and Junior Scientific Assistant (Rs. 210-405)

The existing scale of pay of the post of Senior Scientific Assistant is the same as of Senior Drugs Inspectors. The post of Junior Scientific Assistant carries the scale of Rs. 210-405. The Senior Scientific Assistants are responsible for organising and implementing research programmes and the Junior Scientific Assistants are required to carry out the analysis of drugs. The recruitment qualification for the post of Senior Scientific Assistant is a degree in Pharmacy, Pharmacology or Microbiology or Botany and three years experience in the analysis of drugs. These posts are also filled on promotion of Junior Scientific Assistants. The Junior Scientific Assistants who are all directly recruited are expected to have a degree in Pharmacy, Microbiology, Pharmacology, Botany, Zoology or a post-graduate degree in Science. The Director has brought to the notice of the Commission instances of flight of personnel at the level of Junior Scientific Assistants. He has proposed a scale of Rs. 300-600 for the post of Junior Scientific Assistants and Rs. 600-1000 for the post of Senior Scientific Assistant. The Commission considers that having regard to the qualifications and the difficult recruitment situation referred to by the Director the posts of Junior Scientific Assistant should carry the scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550, and those of Senior Scientific Assistants the scale of Rs. 425-25-525-EB-30-675-35-850. The post of Assistant Chemical Examiner has been bracketed with the posts of Senior Scientific Assistants. The Commission accepts this equation and recommends the same scale for the Assistant Chemical Examiners also.

(viii) Junior Examiner (Rs. 145-270)

The Junior Examiners who are required to examine advertisements in newspapers to detect instances of violation of the provisions of the Drugs and Magic Remedies Act 1954, are recruited directly from among graduates. The Director has recommended a pay scale of Rs. 200-340 for this post. The Commission considers that the scale of Rs. 200-10-250-EB-12-310-EB-15-400 would be appropriate to this post.

(ix) Animal Supervisors (i) (Rs. 145-245) (ii) (Rs. 91-170)

The Senior Animal Supervisor is recruited either by selection of under-graduates with inter-science with biology or by promotion of Junior Animal Supervisors. The Junior Animal Supervisor is recruited either on promotion of the Animal Attendants or by nomination of holders of the S. S. C. The Director has recommended that the scale for the post of Senior Supervisor should be Rs. 170-300 since recruits of a suitable standard are not available. For the lower post he has proposed the same scale as for a Junior Clerk. The Commission considers that the scale of Rs. 200-10-250-EB-12-310-15-340 should apply to the post of Senior Animal Supervisor and the scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 to the post of Junior Supervisor. The scale of Rs. 200-10-250-EB-12-310-15-340 is also recommended for the post of Sample Warden.

(x) Senior Laboratory Assistants (Rs. 145-245)

The posts are filled by promotion of the incumbents of the post of Laboratory Assistants in the pay scale of Rs. 91-170. In terms of qualification and nature of work and duties, the posts are not comparable to laboratory technicians in other departments and cannot therefore be given identical treatment for the purpose of revised pay scale. Since the posts are filled purely by promotion the Commission recommends the pay scale of Rs. 200-10-250-EB-12-310-15-340 for the posts of Senior Laboratory Assistants.

(xi) **Special Pays**

The special pay of Rs. 100 admissible to the post of Deputy Director over and above the scale of pay for the Assistant Director is recommended to be abolished in view of a distinct pay-scale having been proposed for the post of Deputy Director.

Drugs Inspectors in the intelligence branch of the Directorate get a special pay of Rs. 40/- p.m. The department has justified the special pay on the ground that the duties are arduous and carry occasional hazards to life. The inspectors have to work overtime and at odd hours. On the analogy of Sales Tax Officers in the enforcement branch and of Motor Vehicles Inspectors working at check posts the Commission considers the grant of special pay justified. Accordingly the special pays may continue at the rate of Rs. 25/- p.m. to the Drugs Inspectors in intelligence branch. The department has proposed the grant of special pays for the Assistant Directors and the Inspectors at the rate of Rs. 150 and Rs. 100 respectively. The Commission is of the view that grant of special pay to an officer of the level of the Assistant Director cannot be justified on the same grounds. The work at the higher levels relates to organisations and coordination of the activities of different strata of personnel and the officer in charge cannot be considered eligible for additional remuneration because he heads the enforcement unit. The Commission also does not favour the grant of special pay to the Inspector at higher rates than recommended above..

SCHEDULE
DRUGS CONTROL ADMINISTRATION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director	1	1100-50-1300	1300-60-1600	
2	Senior Scientific Officer	1	750-40-830-45-1100	850-50-1000-EB-55-1275	
3	Deputy Director	1	(535)-585-25-810-30-900 + special pay of Rs. 100/- p.m.	700-40-860-EB-50-1110-55-1275	Special pay to be discontinued.
4	Assistant Director	5	(535)-585-25-810-30-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
5	Junior Scientific Officer	6	(535)-585-25-810-EB-30-900	500-30-650-EB-35-825-EB-45-1050-50-1100	
6	Senior Drugs Inspector	5	370-420-15-570-EB-25-695	425-25-525-EB-30-675-35-850	
7	Senior Scientific Assistant	9	370-420-15-570-EB-25-695	425-25-525-EB-30-675-35-850	
8	Assistant Chemical Examiner	2	370-420-15-570-EB-25-695	425-25-525-EB-30-675-35-850	
9	Law Officer	1	320-10-420-15-570	350-20-450-EB-25-550-EB-30-700*	
10	Drugs Inspector	29	245-285-15-435-20-475-EB-20-515 + special pay of Rs. 40/- p.m. to 4 posts	350-20-450-EB-25-650	Special pay to be continued at Rs. 25/- p.m.
11	Establishment Officer	1	270-15-375-20-495	350-20-450-EB-25-600	
12	Statistician	1	270-15-375-20-495	350-20-450-EB-25-600	
<i>Non-Gazetted</i>					
13	Junior Scientific Assistant	40	210-10-300-15-405	250-12-310-EB-15-400-EB-20-500-25-550	
14	Store-keeper	1	210-10-300-15-405	250-12-310-EB-15-400-EB-20-480	

*Please see page 43

DRUGS CONTROL ADMINISTRATION—*Concl'd.*

1	2	3	4	5	6
			Rs.	Rs.	
15	Librarian	..	2 (i) 210-10-300-15-405 (ii) 185-6-245-12-305	General Scale for Librarian	
16	Stenographer	..	4 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
17	Superintendent	..	4 250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
18	Junior Examiner	..	3 145-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
19	Accountant	..	2 195-10-245	250-12-310-EB-15-370	
20	Head Clerk	..	6 195-10-245	250-12-310-EB-15-370	
21	Senior Animal Supervisor	..	1 145-8-185-10-245	200-10-250-EB-12-310-15-340	
22	Senior Laboratory Assistant	..	3 145-8-185-10-245	200-10-250-EB-12-310-15-340	
23	Sample Warden	..	1 145-8-185-10-245	200-10-250-EB-12-310-15-340	
24	Senior Clerk	..	22 145-8-185	200-10-250-EB-12-310	
25	Operator	..	1 145-8-185	175-8-215-EB-10-275	
26	Mechanical Supervisor	..	1 125-5-145-7-180	175-8-215-EB-10-275	
27	Machine Operator	..	1 105-4-185-5-190	135-5-155-EB-7-190-EB-8-230-10-250	
28	Carpenter	..	1 130-4-170	160-6-190-EB-7-225	
29	Watcher	..	10 100-3-130	125-4-145-EB-5-165-7-200	
30	Junior Animal Supervisor	..	2 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
31	Laboratory Assistant	..	16 91-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
32	Junior Clerk	..	21 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
33	Typist, Steno-typist	..	4:4:39 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	

34	Naik	:	1	70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
35	Laboratory Attendant	..	25	65-1/2-70	90-2-110	
36	Animal Attendant	..	4	65-1/2-70	90-2-110	
37	Watchman	..	4	65-1/2-70	90-2-110	
38	Sweeper	..	5	65-1/2-70	90-2-110	
39	Peon	..	53	65-1/2-70	90-2-110	
40	Gardener	..	2	65-1/2-70	90-2-110	
41	Plumber	..	1	65-1/2-70	90-2-110	
42	Attendant	..	12	80/- (consolidated)	100/- (consolidated)	

SECTION 5—DEVELOPMENT COMMISSIONER

The Department of the Development Commissioner is principally concerned with the supervision and control of the three tier Panchayat organisation in the State. Incidental thereto, the department exercises powers of inspection, appeals, and financial sanctions. The head of the Department is the Development Commissioner. The post is borne on the cadre of the Indian Administrative Service in the super-time scale. The post of Deputy Development Commissioner, who assists the Development Commissioner in organisational and administrative matters, carries the same scale of pay as the senior time scale of the I.A.S. and is at present manned by an officer of the I.A.S. Other posts in the headquarters organisation are filled by transfer of officers of the Gujarat Development Service class I or class II or on deputation of revenue officers. The only special posts in the office of the Development Commissioner are those of the Senior Auditors. These posts are filled on promotion of head accountants and in conformity with vertical relativities the Commission recommends for these posts the scale of Rs. 350-20-450-EB-25-600.

(i) **Class I post of Assistant Commissioner, Deputy District Development Officers** (Rs. 370-1100)

These posts are filled either by nomination or promotion of Taluka Development Officers/ Mamlatdar or, by transfer of officers of other departments. The qualifications for recruitment are the same as in the case of Deputy Collectors. The Development Commissioner has proposed that these posts should be equated with those of Deputy Collectors of the Revenue Department. Having regard to the sphere of duties of the officers of the Development cadre the equation appears well founded and the Commission recommends for these posts the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250.

(ii) **Class II posts of Taluka Development Officer and Block Development Officer** (Rs. 245-735)

Recruitment to these posts is made either by direct recruitment, qualifications being the same as in the case of Mamlatdars or by promotion of Mahalkaris, Avalkarkuns and Extension Officers or by transfer of officers of other Departments. These officers are responsible for implementation of the provision of the Gujarat Panchayats Act and the programme of Community development at the Taluka level. The Development Commissioner has equated these posts with those of Mamlatdars. The responsibilities of the Taluka Development Officers both in the field of community development and in relation to the Panchayati-raj institutions are heavy and the equation with posts of Mamlatdar is proper. The Commission accordingly recommends the scale of pay Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for these posts.

(iii) **Other posts**

All the other posts in the Department belong to common categories and there is therefore no need to discuss them here. Non- gazetted staff of various Departments working under the different district Panchayats have been transferred to the Panchayats and the Commission is therefore not concerned with recommending pay scale in their cases. Staff treated as on deputation to Panchayats would however be covered by the terms of reference of the Commission. In their cases pay scales recommended for corresponding posts under the Department would be applicable. The pay scales recommended for various categories of staff of different Departments have been entered in the departmental schedules.

(iv) **Special Pays**

Posts of Assistant Development Commissioners carry a special pay of Rs. 100/- p.m. The Department has justified the special pay on the ground of arduousness of duties and has sought an enhancement. The same special pay has been proposed to be attached to the other posts of Assistant Commissioner which do not carry any special pay now. The Department has recommended grant of special pay to the post of Chitnis also on the same ground. The Commission has elsewhere made it clear that the posting in the head quarters organisation of the Department cannot be taken to signify any higher order of responsibility or superior status *vis-a-vis* other

posts of the same cadre and has recommended abolition of special pays in all such cases. Accordingly all the existing special pays to the Assistant Commissioners may be discontinued. Sanction of fresh special pays, therefore, does not arise.

The Department has also proposed a special pay of Rs. 200/- p.m. for the post of Deputy Development Commissioner. The post is not included in the cadre of the Indian Administrative Service but carries the pay scale*of senior I.A.S. posts. So long as the post carries the specific scale of pay, it has to be deemed to have been fixed with reference to the duties and responsibilities it carries and hence any special pay in addition can have no justification. So far as the officer of the I.A.S., posted as Deputy Development Commissioner is concerned, the question of special pay will have to be decided on the basis of equation of posts according to which special pays to I.A.S. Officers occupying posts outside their cadre are regulated.

Project Officers, of Tribal Development Blocks and Block Development Officers who have their head quarters in scheduled areas or tribal development block areas get a special pay of 10% of their grade pay. The Commission has already recommended the continuance of this form of special pay wherever applicable.

SCHEDULE

DEVELOPMENT COMMISSIONER

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	Development Commissioner ..	1	2500-2750		
2	Deputy Development Commissioner	1	900-50-1000-60-1600-50-1800		
3	Assistant Development Commissioner	5	(370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay of Rs. 100/- p.m. to three posts	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
4	Assistant Development Commissioner, Tribal Development Blocks	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
5	Chief Accounts Officer ..	1	(370-395)-420-30-570-35-710-40-750-EB-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
6	Mamlatdar/Taluka Development Officer (since redesignated as Chitnis)	7	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
7	Accounts Officer ..	4	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	<i>Non-Gazetted</i>				
8	Senior Auditor ..	8	250-15-310-20-430-EB-20-530	350-20-450-EB-25-600	
9	Head Accountant ..	1	275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525	
10	Head Clerk ..	1	205-10-265-15-280	250-12-310-EB-15-400-20-420	
11	Divisional Accountant ..	4	170-10-230-15-320-EB-15-425	325-15-400-EB-20-500-25-525	

12	Deputy Accountant	..	7	185-10-245	250-12-310-EB-15-370	
13	Accountant	..	1	185-10-225	250-12-310-EB-15-370	
14	Research Assistant	..	2	185-10-230-20-410	250-12-310-EB-15-400-EB-20-500-25-550	
15	Stenographer	..	5	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
16	Statistical Assistant	..	3	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
17	Avalkarkun	..	21	145-8-185-10-215	200-10-250-EB-12-310-15-340	
18	Clerk	..	16	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
19	Typist	..	9	91-3-130-EB-4-170 + special pay of Rs. 15/- p.m.	130-5-155-EB-7-190-EB-8-230-10-240	
20	Steno-typist	..	1	91-3-130-EB-4-170 + Short Hand Allowance	130-5-155-EB-7-190-EB-8-230-10-240	
21	Driver	..	4	105-4-145	125-4-145-EB-5-165-7-200	
22	Naik	..	1	75-1-85	90-2-110	To be given special pay of Rs. 5/- p.m.
23	Peon	..	23	65-1/2-70	90-2-110	
24	Chowkidar	..	1	65-1/2-70	90-2-110	
1 B.	Deputy District Development Officers' Cadre i.e. District Project Officer, District Village Panchayat Officer, Deputy Collector (Revenue), Project Officer-cum-Taluka Development Officer.		54	(370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay @ 10% pay to 19 posts	500-30-620-EB-40-820-45-1000-EB-50-1250	
2	Taluka Development Officer/Block Development Officer		201	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735 + special pay @ 10% of pay to 25 posts.	350-20-450-EB-25-525-30-675-EB-35-850	

SECTION 6—DIRECTORATE OF MUNICIPALITIES

The Directorate of Municipalities came into existence on 1st June, 1965. The main function of the Directorate is to supervise and extend guidance to Municipalities in the State. Its head is the Director of Municipalities who is a cadre Officer.

The post of Assistant Director of Municipalities is filled by drawing an officer from the cadre of Deputy Collectors. Similarly, the post of Mamlatdar and Aval Karkun are filled by drawing officers from the Revenue Department. They will therefore draw the pay scales recommended for these posts in the Revenue Department. The other office staff of the Directorate compares of common categories and they will draw the pay scales recommended for such categories of posts.

Special Pay

The Assistant Director of Municipalities is given a special pay of Rs. 100/- p.m. in consideration of the arduous nature of duties. The Secretary, Panchayats and Health Departments has observed that the special pay cannot be justified on the ground of arduous nature of duties. The Commission agrees with the observation made by Secretary and recommends that the special pay may be abolished.

SCHEDULE
DIRECTORATE OF MUNICIPALITIES

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director of Municipalities	..	1 Cadre post	Cadre post	
2	Assistant Director of Municipalities	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100 +special pay of Rs. 100/- p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
3	Mamlatdar	..	2 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
4	Head Clerk	..	1 205-10-265-15-280	250-12-310-EB-15-400-20-420	
5	Stenographer Grade II(Gujarati)	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
6	Avakarkun	..	6 145-8-185-10-215	200-10-250-EB-12-310-15-340	
7	Accountant	..	1 185-10-225	250-12-310-EB-15-370	
8	Clerk	..	4 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
9	Typist	..	3 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
10	Naik	..	1 70-1-75	90-2-110	To be given special pay of Rs. 5/- p.m.
11	Peon	..	7 65-1/2-70	90-2-110	

SECTION 7—TOWN PLANNING AND VALUATION DEPARTMENT

The Town Planning and Valuation Department is primarily concerned with the implementation of the Town Planning Act. The department scrutinises development plans and town planning schemes of the local bodies in the State and where necessary prepares them on their behalf and carries out assessment of Government plots and valuation of properties to be acquired under the Land Acquisition Act. The Consulting Surveyor is the Head of the Department.

The department has brought to the notice of the Commission extracts from the report of Committee of Ministers on shortage of town planning personnel appointed in 1965. The recommendations of the Committee, relevant to the present context, are listed below; (1) in view of the longer duration of training of a town planner *vis-a-vis* an architect or an engineer, the salary grades of town planners need to be improved; (2) because of the extra qualifications and longer training period one has to obtain before becoming a qualified town planner, the town planners may be started one step higher than the engineers or architects. The scales of pay for various posts, recommended by the Committee are as follows :—

Chief Town Planner	Equivalent to that of Chief Engineer in the State, P. W. D.
Senior Town Planner (Selection Grade)	Not less than that of Superintending Engineer in the State, P. W. D.
Senior Town Planner	Central Scale (Rs. 1100-1400).
Associate Town Planner	Not less than that of an Executive Engineer.
Assistant Town Planner	Not less than that of an Assistant Executive Engineer or Deputy Engineer.
Planning Assistant	Scale of Rs. 250-750.

The Commission has adopted the principle that the scale of pay should be commensurate with the qualification training and experience expected of recruits to any service. The fact that fully qualified town-planning personnel who have longer years of training or additional qualifications would be entitled to improved pay scales is therefore consistent with the Commission's own approach to the revision of scales of pay. But the additional factor to which the Commission has attached great weight is that of levels of responsibility and parities in the scales of pay of posts at corresponding levels of responsibility is thus not merely a desirable but a necessary consequence. Subject to this qualification the Commission proposes to keep in view the Committee's recommendations.

(i) Consulting Surveyor (Rs. 1300-1600)

The head of the department has recommended for the post of Consulting Surveyor the scale of Rs. 1600-1800. The Secretary, Panchayats and Health Department has also expressed the view that the Consulting Surveyor should be placed a little higher than a Superintending Engineer of the Public Works Department. The Commission has adopted the principle of broad-banding of higher posts without marking out minor distinctions with corresponding differentials in the scale of pay. Accordingly the Commission recommends for this post the scale of Rs. 1400-60-1640-80-1800.

(ii) Senior Architect Town Planner (Rs. 1200-1400)

Recruitment to this post is made of those who hold a degree in Architecture or the five years school examination certificate of the J. J. School of Arts or the All India Diploma in Arts or the Diploma in Civil Design with Town Planning as a subject or the A.R.B.A. In addition, experience

of five years' in Town Planning and Civil Design is necessary. Alternatively, promotion is made from the posts, of Junior Architect Town Planner. The Head of the Department has proposed for this post the scale of Rs. 1300-1600. The Commission considers that the post can be equated with similar posts in the Chief Town Planner's organisation as suggested by the head of the department and accordingly recommends the scale of Rs. 1300-60-1600 for this post.

(iii) Assistant Consulting Surveyor (Rs. 530-1100)

The post of Assistant Consulting Surveyor is filled by nomination of a candidate who has the Diploma of ARICS or is a post graduate in Town and Country Planning and has three years' professional experience. Alternatively the incumbents of the lower post of Deputy Assistant Consulting Surveyor are promoted to the post provided they have atleast three years' experience. The Consulting Surveyor has pointed out that the Assistant Consulting Surveyor is a regions head who has to look after very important work relating to development plans of town and cities and the scale of pay for the post should therefore be Rs. 800-1200. The Secretary of the Panchayat and Health Department has suggested that the post of Assistant Consulting Surveyor should be rated a little higher than that of an Executive Engineer. The Commission is of the view that having regard to the level of responsibility and the vertical relativities within the department, equation of these posts with those of Executive Engineer would be fair and accordingly recommends the scale of Rs. 700-40-860-EB-50-1110-55-1275 for the post of Assistant Consulting Surveyors. The Secretary, Panchayat and Health Department has also proposed that the post of Town Planning Officer could be equated with the Assistant Consulting Surveyor. The same scale may, therefore, be made applicable to that post also.

(iv) Deputy Assistant Consulting Surveyor (Rs. 430-900)

The post of Deputy Assistant Consulting Surveyor occupies an intermediate level between the post of Senior Assistant and the Assistant Consulting Surveyor. The qualifications for recruitment are a diploma in ARICS or post graduation in town planning or a degree in Civil Engineering Architecture or estate management and three years' professional experience (5 years' in the case of Civil Engineers etc.). Promotion from the post of Senior Assistant is also available. The Consulting Surveyor has recommended that the post should carry a scale of Rs. 570-1100, on the ground that the officer is in charge of two to three districts and shoulders the responsibility for the work relating to town planning and valuation. The Commission recommends the scale of Rs. 500-30-650-EB-35-825-EB-45-1050-50-1100 for this post in keeping with internal relativities.

(v) Senior Assistant to Consulting Surveyor (Rs. 330-825)

Recruitment to the posts of Senior Assistants is made either by nomination of those who have a degree in Civil Engineering or Arts or equivalent with 3 years of experience or diploma in Civil Engineering and 7 years' experience or are post-graduate in Town Planning or by promotion from the cadre of Junior Assistant. The head of the department has recommended a scale of Rs. 470-900 for this post on the ground that this serves as a stepping stone for the higher posts in the department. The Commission is of the view that the posts at this level could be reasonably equated with posts of Deputy Engineers in the P.W.D. in regard to the nature of responsibility and accordingly recommends scale of Rs. 450-25-550-EB-30-670-35-845-EB-40-925. The posts of Land Acquisition Officers which are at the same horizontal level with qualifications and mode of recruitment being the same, may also carry the same scale.

(vi) Architectural Assistant (Rs. 370-470)

The qualifications for holding the post which is filled by direct recruitment are a degree or diploma in Architecture or equivalent. The head of the department who has recommended a scale of Rs. 370-700 for this post on the ground of the responsible nature of work has also pointed out that many posts at this level remain vacant on account of the unattractive scales of pay. He has also equated the post of Junior Assistant with these posts. Posts of Junior Assistants are

filled on promotion of Surveyors who are required to be engineering graduates or diploma holders in Civil Engineering. The Commission is of the view that the post of Architectural Assistant at the lowest level of entry should carry a slightly better scale than that of Junior Engineers of the P.W.D. and accordingly recommends the scale of Rs. 350-20-450-EB-25-600 for the posts—the same as for similar posts in the Chief Town Planners and the Architect's Department. The Commission considers that the equation of Junior Assistant's with the Architectural-Assistant would be proper and recommends the same scale for these posts also.

(vii) **Surveyors (Rs. 125-340)**

The Surveyors who are deployed on valuation work are recruited directly, the necessary qualification being a degree or diploma in Civil Engineering. Advance increments are sanctioned to both in the existing scale. The head of the department has proposed two scales of Rs. 305-470 for B. Es. and Rs. 225-470, for diploma holders. The Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-460 for these posts with a start corresponding to three increments for degree holders, on the same scale.

SCHEDULE

TOWN PLANNING AND VALUATION DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay		Remarks
	2	3	4		5		6
Gazetted							
				Rs.	Rs.		
1	Consulting Surveyor to Government	1	1300-60-1600		1400-60-1640-80-1800		
2	Senior Architect Town Planner	1	1200-50-1400		1300-60-1600		
3	Assistant Consulting Surveyor to Government	3	(530-20-550-20)-570-40-770-40-1010-EB-40-1050-50-1100		700-40-860-EB-50-1110-55-1275		
4	Additional Town Planning Officer	1	(i) (430-20-450-20)-470-25-670-EB-30-760-35-900 (ii) 690-30-900-35-970-40-1010		(i) 500-30-650-EB-35-825-EB-45-1050-50-1100 (ii) 700-40-860-EB-50-1110-55-1275		
5	Town Planning Officer, Town Planning Scheme, Ahmedabad	1	690-30-900-35-970-40-1010		700-40-860-EB-50-1110-55-1275		
6	Deputy Assistant Consulting Surveyor to Government	5	(430-450)-470-25-670-EB-30-760-35-900		500-30-650-EB-35-825-EB-45-1050-50-1100		
7	Senior Assistant to Consulting Surveyor	11	(330-350)-370-25-520-EB-25-570-35-745-40-825		450-25-550-EB-30-670-35-845-EB-40-925		
8	Special Land Acquisition Officer	3	(330-350)-370-25-520-EB-25-570-35-745-40-825		450-25-550-EB-30-670-35-845-EB-40-925		
9	Non-Technical P. A.	1	270-15-390-20-470-EB-20-570		350-20-450-EB-25-650		
Non-Gazetted							
10	Architectural Assistant	2	370-10-470		350-20-450-EB-25-600		
11	Junior Assistant	28	250-10-300-15-465		350-20-450-EB-25-600		
12	Head Clerk	1	275-10-315-15-360-20-380		325-15-400-EB-20-500-25-525		
13	Head Draftsman	2	230-10-300-20-340		250-12-310-EB-15-400-EB-20-480		

TOWN PLANNING AND VALUATION DEPARTMENT—*concd.*

1	2	3	4	5	6
			Rs.	Rs.	
14	First Clerk	..	2 195-10-245	250-12-310-EB-15-370	
15	P. C. & Stenographer	..	2 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
16	Assistant Draftsman	..	11 145-8-185-10-215	200-10-250-EB-12-310-15-340	
17	Second Clerk	..	1 145-8-185-10-195	200-10-250-EB-12-310	
18	Accountant	..	1 145-8-185-10-195	200-10-250-EB-12-310-15-340	
19	Head Clerk	..	9 145-8-185-10-195	200-10-250-EB-12-310	
20	Senior Clerk	..	9 145-8-185	200-10-250-EB-12-310	
21	Senior Draftsman	..	1 137-8-185	200-10-250-EB-12-310-15-340	
22	Surveyor	..	59 125-5-145-8-185-EB-10-265-EB-15-340	250-12-310-EB-15-400-EB-20-460	
23	Junior Draftsman	..	24 115-3-133-4-165	160-7-188-EB-9-215-10-265	
24	Tracer	..	29 91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
25	Driver	..	5 105-5-120	125-4-145-EB-5-165-7-200	
26	Junior Clerk	..	36 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
27	Daftor Band	..	4 70-1-85	100-3-130	
28	Naik	..	1 70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
29	Peon and Survey Khalasi	..	60 65-1/2-70	90-2-110	
30	Process Server	..	3 70-1-75	100-2-110	
31	Watchman	..	1 65-1/2-70	90-2-110	
32	Attendant	..	12 80/- consolidated	100/- consolidated	
33	Boy-peon	..	1 60/- (fixed)	90-2-110	

SECTION 8—PUBLIC HEALTH ENGINEERING CIRCLES AT AHMEDABAD AND RAJKOT

There are two Public Health Engineering Circles one at Ahmedabad and the other at Rajkot. The jurisdiction of Ahmedabad Circle extends over to the Gujarat area and that of Rajkot Circle extends over to the Saurashtra and Kutch areas. These circles deal with water supply schemes and drainage works. Superintending Engineers are at the head of each of these circles.

The gazetted as well as non-gazetted posts are comparable to those in the P. W. D. They will therefore draw the pay scales as recommended for corresponding posts in the Public Works Department.

Special pay

The Deputy Engineers working as Personal Assistants to the Superintending Engineers get a special pay of Rs. 50/- p.m. The Secretary, Panchayats and Health Department has observed that if such special pays are given to similar posts in the P.W.D. then these special pay would be justified and not otherwise. The Commission has recommended that special pay given to Deputy Engineers who work as Personal Assistants to Superintending Engineers in the P.W.D. should be abolished and recommends that special pay in the present case may also be abolished.

SCHEDULE

PUBLIC HEALTH ENGINEERING CIRCLE, AHMEDABAD

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Superintending Engineer	1	1200-60-1600	1400-60-1640-80-1800	
2	Executive Engineer	5	570-40-770-EB-40-1050-50-1100	700-40-860-EB-50-1110-55-1275	
3	Deputy Engineer	24	345-355-370-25-520-EB-25-570-35-745-40-825 (+special pay of Rs. 50/-p.m. to two persons)	450-25-550-EB-30-670-35-845-EB-40-925	Special pay to be discontinued.
<i>Non-Gazetted</i>					
4	Circle Head Clerk	1	275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525	
5	Junior Engineer	43	250-255-260-10-300-EB-15-420	325-15-400-EB-20-500-EB-25-575	
6	Head Draftsman	1	230-10-300-20-340 195-10-235	250-12-310-EB-15-400-EB-20-480 200-10-250-EB-12-310-15-340	
7	First Clerk	1	195-10-245	250-12-310-EB-15-370	
8	Divisional Head Clerk	5	185-10-235	250-12-310-EB-15-370	
9	Stenographer	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
10	Supervisor	52	(i) 175-180-185-10-245-EB-10-265-15-340 (ii) 125-127-130-5-145-8-185-EB-10-265-EB-15-340	250-12-310-EB-15-400-EB-20-460 175-8-215-EB-10-255-12-315-EB-15-345	
11	Mechanical Supervisor	3	175-180-185-10-245-EB-10-215-15-340	250-12-310-EB-15-400-EB-20-460	
12	Draftsman	5	150-10-210-15-225 145-4-165-EB-5-215	200-10-250-EB-12-310-15-340 200-10-250-EB-12-310-15-340	

13	Senior Accounts Clerk	..	6	145-8-185-10-195	200-10-250-EB-12-310-15-340	Engineering Graduates to start at Rs. 310,
14	Store-keeper	..	3	145-8-185-10-195	200-10-250-EB-12-310	
15	Senior Clerk	..	38	137-8-185	200-10-250-EB-12-310	
16	Statistician	..	1	125-127-130-5-145-8-185-EB-10-265-EB-15-340	200-10-250-EB-12-310-EB-15-400	
17	Assistant Store-keeper	..	1	115-3-130-EB-4-170	135-5-155-EB-7-190-EB-8-230-10-250	
18	Assistant Draftsman	..	21	115-3-130-EB-3-133-4-165	160-7-188-EB-9-215-10-265	
19	Technical Assistant	..	35	115-3-130-EB-4-150	135-5-155-EB-7-190-EB-8-230-10-250	
20	Fitters	..	13	100-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
21	Mistry	..	2	100-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
22	Mechanical Engineer	..	1	100-12-208-EB-12-352-EB-12-460 (Pre-revised scale)	250-12-310-EB-15-400-EB-20-500-25-550	
23	Trained Assistant	..	3	100-3-130	125-4-145-EB-5-165-7-200	
24	Tracer	..	30	91-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
25	Junior Clerk	..	69	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
26	Typist	..	19	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
27	Computer	..	3	91-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
28	Karkoon	..	1	91-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
29	Driver (Jeep)	..	18	105-4-145	125-4-145-EB-5-165-7-200	
30	Driver (Engine)	..	8	105-4-145	125-4-145-EB-5-165-7-200	
31	Chemical Karkoon	..	1	91-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	

PUBLIC HEALTH ENGINEERING CIRCLE, AHMEDABAD—*Contd.*

1	2	3	4	5	6
			Rs.	Rs.	
32	Steno Typist	..	2 91-3-130-EB-4-170 (+ special pay of Rs. 15/-p.m.)	130-5-155-EB-7-190-EB-8-230-10-240	
33	Mechanic	..	2 70-5-120-EB-8-160 (Pre-revised scale)	145-7-180-EB-8-220-EB-10-300	
34	Oilman	..	6 70-1-85	100-3-130	
35	Daftary	..	3 70-1-85	100-3-130	
36	Naik	..	1 70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
37	Peons	..	92 65-1/2-70	90-2-110	
38	Chowkidar	..	26 65-1/2-70	90-2-110	
39	Mechanical Mazdoor	..	1 65-1/2-70	90-2-110	
40	Blue Printer	..	2 65-1/2-70	90-2-110	
41	Khalasi or Survey Mazdoor	..	60 65-1/2-70	90-2-110	
42	Attendant	..	20 80/-consolidated	100/-consolidated	

SCHEDULE
PUBLIC HEALTH ENGINEERING CIRCLE, RAJKOT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Superintending Engineer	..	1 1300-60-1600	1400-60-1640-80-1800	
2	Executive Engineer	..	5 570-40-770-EB-40-1050-50-1100	700-40-860-EB-50-1110-55-1275	
3	Deputy Engineer	..	20 345-355-370-25-520-EB-25-570-35-745-40-825 + Special pay of Rs. 50/-p.m. to two posts.	450-25-550-EB-30-670-35-845-EB-40-925	Special pay to be discontinued.
<i>Non-Gazetted</i>					
4	Circle Head Clerk	..	1 275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525	
5	Junior Engineer	..	31 250-255-260-10-300-EB-15-420	325-15-400-EB-20-500-EB-25-575	
6	Head Draftsman	..	1 230-10-300-20-340	250-12-310-EB-15-400-EB-20-480	
7	First Clerk	..	1 195-10-245	250-12-310-EB-15-370	
8	Divisional Head Clerk	..	5 185-10-235	250-12-310-EB-15-370	
9	Stenographer	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
10	(i) Supervisor (ii) Overseer	..	49 (i) 175-180-185-10-245-EB-10-265-15-340 (ii) 125-127-130-5-145-8-185-EB-10-245 125-127-130-5-145-8-185-EB-10-265-EB-15-340	(i) 250-12-310-EB-15-400-EB-20-460 (ii) 175-8-215-EB-10-255-12-315-EB-15-345 175-8-215-EB-10-255-12-315-EB-15-345	
	(iii) Sub-Overseer	..	(iii) 115-3-130-EB-4-170-EB-5-185	(iii) 160-7-188-EB-9-215-10-265	
11	Draftsman	..	5 150-10-210-15-225	200-10-250-EB-12-310-15-340	
12	Senior Accounts Clerk	..	10 145-8-185-10-195	200-10-250-EB-12-310-15-340	

PUBLIC HEALTH ENGINEERING CIRCLE, RAJKOT—concl'd.

1	2	3	4	5	6
				Rs.	
13	Storekeeper	..	5 145-8-185-10-195	200-10-250-EB-12-310	
14	Senior Clerk	..	36 137-8-185	200-10-250-EB-12-310	
15	Assistant Draftsman	..	24 115-3-130-EB-3-133-4-165	160-7-188-EB-9-215-10-265	
16	Driver	..	11 105-4-145	125-4-145-EB-5-165-7-200	
17	Mistry	..	65 100-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
18	Tracer	..	11 91-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
19	Computer	..	3 91-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
20	Junior Clerk	..	60 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
21	Typist	..	12 91-3-130-EB-4-170 (+ special pay of Rs. 15/-p.m.)	130-5-155-EB-7-190-EB-8-230-10-240	
22	Daftari	..	1 70-1-85	100-3-130	
23	Naik	..	1 70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
24	Peons including Chowkidar	..	85 65-1/2-70	90-2-110	

SECTION 9—GUJARAT PANCHAYAT SERVICE SELECTION BOARD

The Board was set up with effect from 4th April 1963 after the coming into force of the Gujarat Panchayat Act, 1961. The functions of the Board in brief are as under :—

- (i) to make recruitment for the Panchayat Service in the State.
- (ii) to advise Panchayats and Government in the matters of conditions of services concerning the employees of the Panchayat Service;
- (iii) to advise Panchayats in cases of disciplinary action;
- (iv) to hold departmental, language and competitive examinations for employees of the Panchayat Service.

The gazetted posts of Secretary and Assistant Secretary in the Board are filled from the cadre of Deputy Collectors and Mamlatdars respectively. They will therefore draw the pay scales recommended for the posts of Deputy Collectors and Mamlatdars. The other office staff of the Board comprises of common categories and they will draw the pay scales recommended for such categories.

Special pay

The Secretary is given a special pay of Rs. 150/- p.m. on the analogy of special pays granted to Deputy Collectors appointed as Under Secretaries in the Sachivalaya. The Commission has recommended abolition of special pays granted to Deputy Collectors and other officers in other cadres when posted to posts outside their cadres or in the offices of their Heads of Departments. The special pay given to the Secretary cannot therefore be continued and the Commission recommends its abolition. The Assistant Secretary, Office Superintendent, Aval Karkuns and Clerks are given special pay of Rs. 60/- Rs. 30/-, Rs. 20/- and Rs. 10/- p.m. respectively in consideration of arduous nature of duties. The Secretary, Panchayats and Health Department has observed that the duties cannot be said to be so arduous as to justify the special pay. The Commission agrees with the observation made by the Secretary and accordingly recommends abolition of special pay.

SCHEDULE

GUJARAT PANCHAYAT SERVICE SELECTION BOARD

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
			Rs.		
1	Secretary	..	1 370-395-420-30-510-35-755-EB-40-875-45-1100 (+ special pay of Rs. 150/-p.m.)	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
2	Assistant Secretary	..	1 245-260-280-15-385-20-485-EB-20-585-EB-25-735 (+ special pay of Rs. 60/-p.m.)	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
<i>Non-Gazetted</i>					
3	Office Superintendent	..	1 205-10-265-15-280 (+ special pay of Rs. 30/-p.m.)	250-12-310-EB-15-400-20-420	Special pay to be discontinued.
4	Stenographer	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
5	Aval Karkun	..	5 145-5-185-10-215 (+ special pay of Rs. 20/-p.m.)	200-10-250-EB-12-310-15-340	Special pay to be discontinued.
6	Accountant	..	1 145-8-185-10-215	200-10-250-EB-12-310-15-340	
7	Clerks	..	7 91-3-130-EB-4-170 (+ special pay of Rs. 10/-p.m.)	130-5-155-EB-7-190-EB-8-230-10-240	Special pay to be discontinued.
8	Clerk-cum-Typists	..	2 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
9	Steno Typist (Gujarati)	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
10	Naik	..	1 70-1-75	90-2-110	To be given special pay of Rs. 5/p.m.
11	Peons	..	7 65-1/2-70	90-2-110	

CHAPTER XIII

PUBLIC WORKS DEPARTMENT

The Public Works Department was originally created for the construction and maintenance of public works. However, since independence and the launching of the Five Year Plans, the activities of the Department have expanded to cover a very wide field, leading to an allround expansion of programmes and personnel. The State level heads of the Departments of the Public Works Department are the Chief Engineers, who also function as *Ex-officio* Joint Secretaries to Government. Below the Secretariat level the field offices are divided into Circles, Divisions and Sub-divisions, respectively, in the charge of the Superintending Engineers, Executive Engineers, and Assistants/Deputy Engineers. Besides Superintending Engineers, who are Heads of Departments at the Circle levels the Public Works Department has under its administrative control (1) the Director of Ports, (2) the Electrical Engineer to Government, (3) the Architect to Government, (4) the Director of the Engineering Research Institute, Baroda, (5) the Chief Town Planner and Architectural Adviser to Government and (6) the Director of Parks and Gardens. The Multi-purpose Ukai Project and the Capital Project are under separate Chief Engineers with a complement of technical staff distributed over the same levels as in the Public Works Department.

SECTION 1—OFFICES OF THE CHIEF ENGINEERS, SUPERINTENDING ENGINEERS AND DIRECTOR OF ENGINEERING RESEARCH INSTITUTE, BARODA

In this section the Commission first proposes to discuss the pay scales of common and comparable categories of technical staff of all the Departments under the administrative control of the Public Works Department. The scales of pay of special categories of posts in the respective Departments are separately discussed in subsequent sections of the Chapter.

(i) Senior Engineering Services

The principal demand of the officers of the Senior Engineering Services has been for parity in regard to pay scales with the All India Administrative Service. The representatives of the Senior Engineering Services Association and the Chief Engineers who gave evidence before the Commission pointed out that the responsibilities of officers of the Engineering Services of various levels are as onerous and diversified, if not more, as those of the corresponding officers of the administrative services. They also drew attention to the fact of paucity of qualified Engineers to man the jobs under different projects and at various levels in the technical hierarchy and it was also urged that technical services were required to be treated in the matter of pay scales on a different footing from the non-technical services. The demand for preferential treatment in the matter of pay scales for technical personnel also found support from a number of official and non-official witnesses. The main arguments advanced in favour of such treatment were firstly, that technical qualifications prescribed for recruitment to these posts require longer years of study and training, both of which are generally more expensive, secondly that unlike a recruit to an administrative or ministerial service, who has to learn his job after entering service, those who possess technical qualifications are equipped to tackle the problems of the job straight-away and thirdly the demand for technical personnel in the private sector is high and this, in turn, is reflected in the better pay scales for technical personnel in the private sector.

Serious importance cannot be attached to the demand for parity with the Indian Administrative Service. This is an All India Service to which recruitment is made at the All India level on the basis of an All India competition. A comparison as such with any State service cannot therefore be maintained. The fact that even as between the various services under the Government of India and the Indian Administrative Service a distinction in the matter of pay scales exists has also to be borne in mind. In the circumstances the Commission is of the view that the case for the revision of the scales of pay of the technical services must rest on its own merits rather than on such comparisons. The argument that those who are technically qualified command a ready market in the non-Government sector is no doubt a factor of importance, but this would seem

to be largely conditioned by the fact that the deployment of engineering personnel in the private sector is largely production oriented and productivity based. The job requirements and the pattern of demand in the Government sector are distinguishable inasmuch as the largest number of engineering personnel are employed in carrying out the Government's works programme. Besides in the service of Government the officers of the administrative services, who reach the higher levels have done so after having been filtered and screened at various levels and have also acquired a sufficiently high degree of professional expertise and administrative ability and therefore could not be rated lower than technically qualified personnel in their usefulness to the public service. At senior positions therefore any disparity in favour of technical services of a substantial order would not be justified. At the lower levels, however, longer years of study and training and the need to attract recruits of suitable calibre would justify generally higher starting salaries as compared to the posts on the non-technical or ministerial services. Salaries of the higher posts will have to be fixed in keeping with the relativities within the technical services but as mentioned above broad parities with the administrative services would still have to be maintained.

Reference was made by the representatives of the Association of the Senior Engineering Services to the non-availability of recruits of the right stamp and the generally poor response to the advertisements for recruitment to the engineering services. The Commission feels that this has been largely the result of the countrywide shortage of trained engineers experienced till recently. However with the opening of several engineering colleges and polytechnics in the State the supply position can be said to have improved considerably. The manpower position in the engineering services can therefore be expected to be more satisfactory in the years to come. The Chief Engineers who gave evidence before the Commission conceded that the supply position was not now unsatisfactory but felt that since the works programme largely extended outside urban areas, lacking in amenities, there was a general reluctance on the part of qualified engineers to join the service. The Commission has however kept constantly in view the need for attracting aspiring young men of proved mettle to join the technical services of Government while recommending the pay scales of different technical cadres.

Chief Engineers (Rs. 1800-2000)

The posts of Chief Engineers carry responsibilities of a very high order and as discussed in the Chapter on the scales of pay of the Heads of Department, the Commission proposes the scale of pay of Rs. 1800-100-2300. The Senior Engineering Services Association asked for a scale of Rs. 2500-3000 and the Secretary, Public Works Department, recommended a scale of Rs. 2000-2500. All the Chief Engineers, except the Chief Engineer Ukai, who has to stay on site, are *ex-officio* Joint Secretaries to Government and there was a demand of special pay of Rs. 300/- for the Chief Engineers who are *ex-officio* Joint Secretaries to Government. No such special pay is at present attached to the post and since the scale of pay has been devised specifically with reference to the totality of the responsibilities that the posts carry, the demand cannot be conceded.

Superintending Engineers and comparable posts (Rs. 1300-1600)

The posts of the Superintending Engineers are filled on promotion of Executive Engineers. The Senior Engineering Services Association and the Chief Engineers have asked for a pay scale of Rs. 1800-2250 for these posts. The Secretary, Public Works Department, has proposed the scale of Rs. 1500-1800. In keeping with internal relativities and the scales of pay recommended for the posts of comparable levels of responsibilities in other Departments, the Commission recommends a scale of pay of Rs. 1400-60-1640-80-1800 for the posts of Superintending Engineers. The same scale is recommended for the posts of the Director of Ports, the Director of the Engineering Research Institute, as recommended by the Secretary, Public Works Department. The Secretary, Public Works Department, however suggested that the Electrical Engineer and the Architect should carry a higher scale of pay than the Superintending Engineers. He pointed out that the Electrical Engineer is the highest technical adviser to Government in his field and his duties are therefore higher than those of the Superintending Engineers. In the case of the Architect he justified a higher pay scale on the ground that the Architect does creative work with a sense of

aesthetic values and hence the choice of the right man for the post is essential. The Commission however believes that having regard to the qualifications and the duties and responsibilities for the posts of the Architect and the Electrical Engineer, broad-banding these with the posts of Superintending Engineers would be essentially fair.

Executive Engineers and comparable posts (Rs. 570-1100)

Appointment to the post of the Executive Engineer is made on promotion of Assistant and Deputy Engineers. The Executive Engineer is in charge of the works programme in a Division. At the level of Executive Engineer, parity was sought with the scale of pay of Collectors. The Senior Engineering Services Association and the Chief Engineers have recommended a scale of Rs. 900-1800. The Secretary, Public Works Department, who also considered the equation with the posts of Collectors proper has however recommended a scale of Rs. 900-1300 on the ground that unlike the officers on the Senior Time Scale of the I.A.S. the Executive Engineers have chances of promotion to the intermediate level of Superintending Engineers. Apart from the fact that the posts of Collectors are borne on the cadre of the Indian Administrative Service and as such the mode of recruitment is different the Commission is unable to accept that in terms of the variety and complexity of duties and responsibilities, any such comparison is maintainable. The Executive Engineers however do occupy an important place in the engineering organisation of the State and the Commission considers an improvement in the present scale of pay very necessary. Looking to the supervisory and technical responsibilities which these posts carry, the Commission recommends the scale of Rs. 700-40-860-EB-50-1110-55-1275. The Commission recommends that the same scale may apply to the following posts also as recommended by the Secretary, Public Works Department :—

1. Deputy Director (Engineering Research Institute).
2. Soil Survey Officer.
3. Research Officer (Engineering Research Institute).
4. Deputy Town Planner.
5. Deputy Architect.
6. Director of Parks and Gardens.
7. Executive Engineer, Electrical.
8. Secretary, Licensing Board.
9. Executive Engineer, Ports.

(ii) Assistant Engineer (Rs. 395-825)

The posts of Assistant Engineers are filled by direct recruitment of engineering graduates through a competitive examination. At present they carry a scale of Rs. 395-420-25-545-EB-25-825 which is practically the same as that of Deputy Engineer except for the higher start. This being the post of recruitment at the class I level and 75% of the posts of Executive Engineers being filled on promotion of officers of this cadre the Commission considers that a slightly different treatment in the matter of pay scale from that of a Deputy Engineer would be justified and accordingly proposes a scale of Rs. 500-30-650-EB-35-825-EB-40-905-45-950 for the post of Assistant Engineer. The Commission has been told that there has been some difficulty of recruitment at this level which has persisted notwithstanding the revision of the scale in 1962. The Commission has kept this in view while recommending the revised scale and hopes that this would bring about an improvement in the recruitment situation.

(iii) Deputy Engineers and comparable posts (Rs. 345-825)

Appointment to the post of the Deputy Engineer is made through a competitive examination open to engineering graduates and also by promotion of incumbents of the posts of Junior Engineers, Supervisors and Overseers. The Deputy Engineers are in charge of sub-divisions and

carry technical, administrative and financial responsibilities engendered by the works programme in these sub-divisions. The Association of Deputy Engineers has sought comparison in terms of emoluments with posts of Deputy Collectors and Deputy Directors of different Departments and has proposed a scale of Rs. 630-40-570-EB-50-1120-60-1300. The Association has also referred to flight of personnel of this cadre on account of unattractive scales of pay. The Secretary, Public Works Department, who endorsed the claim for parity with the posts of Deputy Collectors recommended a scale of Rs. 500-800 for the posts of Deputy Engineers. The pay scales of the posts of Deputy Engineers have been revised in 1962 from Rs. 220-650 to Rs. 275-740. On merger of dearness allowance the scale has had to be revised to Rs. 345-825. The Commission is unable to accept the equation of posts of Deputy Engineers with those of Deputy Collectors since the mere fact of co-extensive or comparable territorial jurisdiction cannot justify such an equation. In any assessment of the duties and responsibilities of the two sets of posts the posts of Deputy Collectors shall have to be placed higher in view of the multifarious responsibilities they are called upon to shoulder. The Commission is however of the view that a further revision of the scale of pay of Deputy Engineers is necessary in keeping with the overall responsibilities for the works programme they carry. The Commission accordingly recommends the scale of Rs. 450-25-550-EB-30-670-35-845-EB-40-925 for the posts of Deputy Engineers. The posts of Deputy Engineers in the Ports Organisation, Deputy Engineer (Electrical), Assistant Town Planner are also recommended to be put on the same scale.

(iv) Geologist (Rs. 245-735)

Having regard to the qualifications and the nature of work of Geologists at different levels in the Public Works Organisation the Commission has recommended the same scales as applicable to corresponding posts in the Directorate of Geology and Mining.

(v) Deputy Soil Survey Officer (Rs. 245-735)

The recruitment qualification for the post of Deputy Soil Survey Officer is a post-graduate degree in agriculture or degree in agricultural engineering. Promotion to this post is made from the posts of Soil Classifiers. The Deputy Soil Survey Officer is expected to assist the Soil Survey Officer in investigation and research of ground water. The Chief Engineers have proposed that these posts should be equated with the posts of Deputy Engineers and given the same pay scale. The Secretary, Public Works Department, has however recommended that equation of these posts with similar posts in the Agriculture Department would be proper. The Commission accepts this view and recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for this post. The post of Assistant Research Officer is also recommended to be put on the same scale.

**(vi) Junior Engineers, Supervisors, Overseers
(Rs. 250-420) (Rs. 175-340) (Rs. 125-245)**

All these posts were formerly borne on the cadre of Overseers on the scale of Rs. 80-270. Degree holders were given a higher start at Rs. 200 in the same scale and diploma holders were started at Rs. 132. Effective from 1st August 1962 the cadre has been trifurcated into those of Junior Engineers, Supervisors and Overseers with the pay scales revised as under :—

Junior Engineers	Rs. 200-350.
Supervisors	Rs. 130-270.
Overseers	Rs. 80-200.

Consequent to the merger of dearness allowance these scales were revised respectively to Rs. 250-420; Rs. 175-340 and Rs. 125-245. Appointment to these posts is by direct recruitment

as also by promotion. Direct recruitment of graduate engineers at the non-gazetted level is now made to the post of Junior Engineer. Similarly those who hold diplomas in engineering subjects are recruited as Supervisors. Certificate holders are recruited to the post of Overseer. The Association of Junior Engineers has put forward a demand that the posts of Junior Engineers should be upgraded to class II and has proposed a pay scale of Rs. 400-790. Paucity of chances of promotion to the posts of Deputy Engineers has been cited in support of the demand for a revision of pay scales. Paucity of promotion chances cannot be an argument for conversion of posts into a higher class. To the extent that the mode of recruitment to the post of Deputy Engineer is different, and the level of responsibilities is higher this submission of the Junior Engineers cannot be accepted. The Secretary, Public Works Department, has recommended a scale of Rs. 350-650 for these posts. The Commission considers that the existing scale requires to be modified consistent with the objective of recruiting engineering graduates at this level. This has apparently been the motive for the reconstitution of the cadres in 1962 also. Accordingly, the Commission recommends a scale of Rs. 325-15-400-EB-20-500-EB-25-575 for the post of Junior Engineer. The Supervisors who are on the scale of Rs. 175-185-10-245-EB-10-265-15-340 have asked that they should be put on the same scale as Junior Engineer except for slightly lower start. They have also raised the point of inadequacy of promotion prospects as relevant to the revision of their pay scales. The Public Works Department has proposed a scale of Rs. 200-550 for Supervisors. To the extent that the qualification is distinctly lower and promotion avenues for this cadre also have been maintained the demand for parity with engineering graduates cannot be sustained. The Commission, therefore, recommends for the posts of Supervisors a scale of Rs. 250-12-310-EB-15-400-EB-20-460. At the level of Overseers recruitment is also made on promotion from the posts of Sub-overseers, technical assistants and Mistry. The Public Works Department has proposed a scale of Rs. 175-360. Looking to the qualifications and the responsibility of the post of Overseer, the Commission recommends the scale of Rs. 175-8-215-EB-10-255-12-315-EB-15-345.

(vii) Electrical Supervisors (Rs. 145-530)

Appointment of Electrical Supervisors is made either by direct recruitment of those who hold a degree or diploma in electrical engineering or by promotion of electricians. Representations received from this category of staff have pointed out that engineering graduates and diploma holders start respectively at Rs. 236 and Rs. 164 representing eight and two advance increments, respectively. In consequence the incumbents directly recruited do not earn increments for that many years resulting in great hardship. Parity in terms of starting pays have been sought with the corresponding cadres of the Public Works Department.

The Commission considers that the present arrangement of keeping a direct recruit at the same level for years, is very unsatisfactory. However, unlike the Public Works Department a common scale of pay is operative in respect of recruits possessing different qualifications and in keeping with the Commission's general policy in such cases the Commission proposes a scale of Rs. 250-550 for these posts. Direct recruits who hold a degree in electrical engineering may start at Rs. 310/- in the same scale. It may be worthwhile to trifurcate this cadre on the same lines as in the Public Works Department in view of the differences in the qualifications of recruits. If such reconstitution of the cadre were to be brought about the scales of pay recommended by the Commission to the corresponding staff of the Public Works Department may be made applicable to the reorganised cadres.

(viii) Manager, Nav Nirman (Engineering Research Institute) (Rs. 245-470)

The Manager is in charge of publication of the quarterly journal 'Nav-Nirman'. The incumbent of the post is expected to possess a degree or diploma in Civil Engineering. The Commission has been informed that the post has not been filled up since inception. The Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550 for this post. Degree holders if recruited may start on the same scale at Rs. 310/-.

(ix) Scientific Staff at the Engineering Research Institute**Senior Scientific Assistant (Rs. 245-470)****Junior Scientific Assistant (Rs. 195-380)****Research Assistant (Rs. 125-245)**

Scientific personnel in the Engineering Research Institute engaged in soil research are distributed over three levels. At the lowest level the posts of the Research Assistants are filled by direct recruitment of Science graduates. The next higher posts of Junior Scientific Assistants are available on promotion to the Research Assistants. At this level direct recruits are expected to possess a second class M.Sc. degree. Appointment to the posts of Senior Scientific Assistant is made by direct recruitment of M.Sc.s. with 55% marks or by promotion of Junior Scientific Assistants. The Director of the Engineering Research Institute has recommended that all the three levels could be combined into a running scale so as to provide to the staff a sense of assured advancement to the maximum of the scale. The Commission does not consider the elimination of promotion levels a necessary or a desirable solution in this behalf. A running scale for all the levels would eliminate incentives to better effort inasmuch as it would serve to equate the best and the worst of the cadre at all levels. Having regard to the qualification and the research work to be performed by these personnel the commission recommends the following scales :—

Senior Scientific Assistants : Rs. 325-15-400-EB-20-500-EB-25-575.

Junior Scientific Assistants : Rs. 250-12-310-EB-15-400-EB-20-480.

Research Assistants : Rs. 200-10-250-EB-12-310-15-340.

The Director pointed out that when Senior Scientific Assistants are promoted to the post of Assistant Research Officer they carry a scale different from that of personnel of the Public Works Department who are deputed to this post. To the extent that the pay scales of staff in the Public Works Department are to be determined with regard to the duties and responsibilities that devolve on them in that Department and they carry their own scales of pay when deputed to posts in the Engineering Research Institute there cannot be any basis for the demand that the personnel of the Engineering Research Institute promoted to these posts should also get the same scales of pay.

(x) Soil Analyst (Rs. 165-340)

The duties of the Soil Analyst consist of soil analysis and the recruitment qualification for the post is a First Class in B.Sc. or a second class in M.Sc. The posts of Soil Classifiers (Rs. 165-225) which are on a lower scale require a B.Sc. degree in agriculture as initial qualification. The soil classifiers are responsible for soil classification. Looking to the recruitment qualifications and the nature of duties and responsibilities and the eligibility for promotion to posts of comparable level the Commission considers that these posts could carry a common scale and accordingly recommends the scale of Rs. 200-10-250-EB-12-310-EB-15-430 for these posts.

(xi) Sub-Overseers (Rs. 115-185)

Posts of sub-Overseers are filled on promotion from the cadre of Mistry or by direct recruitment of those who have completed the sub-Overseer's course. Having regard to the qualifications and the nature of duties performed by them the Commission recommends a scale of Rs. 160-7-188-EB-9-215-10-265 for these posts.

(xii) Technical Assistants (Rs. 115-150)

Technical Assistants are recruited directly from among those who have passed the S. S. C. They are required to undergo a training of 9 months after selection. The Technical Assistants are expected to assist the Junior Engineers, Supervisors and Overseers in survey and levelling work. The Commission considers that the scale of Rs. 135-5-155-EB-7-190-EB-8-230-10-250 will be appropriate for this post. The same scale is recommended for the post of survey Mistry also.

(xiii) **Mistry (Rs. 100-150)**

The initial recruitment qualification for the post is S. S. C. The Mistry is eligible for promotion as sub-Overseer. The Commission recommends the scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 for this post.

(xiv) **Managers of Rest Houses (Rs. 180-280; Rs. 145-205 and Rs. 137-185)**

Posts of Managers of Rest Houses are distributed over three grades carrying respectively scales of Rs. 180-280; Rs. 145-205 and Rs. 137-185. The post of care-taker of the M. L. A.'s hostel is also on the scale of Rs. 137-185. For the first two grades the recruitment qualification is S. S. C. with a diploma in catering. In the case of posts in Grade III promotion is made from the post of clerk. The duties of these posts are similar though the responsibilities would vary according to the size of the rest house and the importance of the place where it is located. The Commission recommends the following scales for the three grades of Managers :—

Grade I	Rs. 250-12-310-EB-15-400-20-420.
Grade II	Rs. 200-10-250-EB-12-310-15-340.
Grade III	Rs. 200-10-250-EB-12-310

(xv) **Manager, Gujarat Bhavan at Delhi (Rs. 570-1100)**

The post of Manager, Gujarat Bhavan at Delhi is at present on the scale of Rs. 570-1100. The Secretary, Public Works Department, pointed out that the scale prescribed is the same as that of Executive Engineers in order to enable Executive Engineers to be posted there if direct recruits are not available. Having regard to the duties of the Manager of the State Guest House in a place like Delhi the Commission recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for this post.

(xvi) **Drillers**

The Public Works Department has a fairly large complement of Drillers carrying different scales of pay. No technical qualifications have been prescribed for these posts and recruitment is made on the basis of experience in drilling at different depths. The posts of Master Drillers (Rs. 345-570) are the highest of this category and the Commission recommends the scale of Rs. 350-20-450-EB-25-550-EB-30-700 for them. At the next lower level are posts of Drillers in the Public Works Department and the posts organisation carrying pay scales of Rs. 205-405 and Rs. 320-395 respectively. For all these posts the Commission recommends a uniform scale of Rs. 250-12-310-EB-15-400-EB-20-500-25-550. A few posts carrying lower scales have been put on par with similar categories of technical staff.

(xvii) **Special pays**

Posts of Superintending Engineers in the Central Designs Organisation, Designs Circle and the Irrigation project circles carry special pays of Rs. 200/- p.m. The post of Director, Engineering Research Institute also carries the same rate of special pay. The Chief Engineers have justified these special pays on the ground that the work in these Organisations presupposes the right attitude of mind and flair for perfection and greater effort. The Commission concurs in the view that work of the type requires constant application and diligence. However, the Commission considers that the proper method of encouraging purposeful research or creative work should be to institute rewards for good performance rather than place any premium on expectation of a specified turn out of work. Thus the staff posted to work in the designs circles, or research Institute could get the necessary inducement and encouragement in their work. Moreover distinction between superior performance or praiseworthy results and mediocre exertions could be maintained if the system of selective rewards is instituted instead of omnibus special pays. The Commission recommends to Government that a scheme for rewarding outstanding performance may

be evolved to replace the existing system of grant of special pays in such cases. The special pays admissible at present in the Designs Circle, Central Designs Organisation and the Minor Irrigation Project Circle, for all categories of personnel are recommended to be abolished.

Deputy Engineers who work as Personal Assistants to the Superintending Engineers at the circle level get a special pay of Rs. 50/- p.m. The Chief Engineers have recommended the continuance of this special pay and have in fact recommended its enhancement. They have justified the continuance of the ground that the Deputy Engineers have to assist the Superintending Engineers in the scrutiny of designs. The Deputy Engineers posted as P. As. to the Chief Engineers get the special pay of Rs. 80/- p.m. on the basis that Deputy Engineers posted in the Secretariat get the same rate of special pay. The Commission is unable to accept that the level of responsibility of the Deputy Engineers is higher than that of other Deputy Engineer or is any the more arduous. The Commission has already recommended the abolition of special pays to staff working at the offices of Heads of Departments. Most of such special pays have been sought to be continued on very similar grounds. Accordingly the Commission recommends abolition of these special pays. The special pays for Deputy Engineers working in the Sachivalaya and for those working as P. As. to the Chief Engineers are also recommended to be abolished. Fresh proposals for grant of special pay do not require to be discussed separately since they emanate only on the basis of the existing special pays.

SCHEDULE

**OFFICES OF THE CHIEF ENGINEERS, SUPERINTENDING ENGINEERS AND DIRECTOR OF ENGINEERING
RESEARCH INSTITUTE, BARODA**

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay		Recommended time scale of pay		Remarks
			3	4	5	6	
Gazetted							
1	Chief Engineer	..	4	1800-100-2000	1800-100-2300		
2	Director, Engineering Research Institute, Baroda	1	1300-60-1600 + special pay of Rs. 200/- p.m.		1400-60-1640-80-1800		Special pay to be discontinued.
3	Superintending Engineer	..	21	1300-60-1600 + special pay of Rs. 200/- p.m. to three posts	1400-60-1640-80-1800		Special pay to be discontinued.
4	Executive Engineers	..	84	570-40-770-EB-40-1050-50-1100 + special pay of Rs. 150/- p.m. to persons working in Central Design Organisation	700-40-860-EB-50-1110-55-1275		Special pay to be discontinued.
5	Manager, Gujarat Bhavan	..	1	570-40-770-EB-40-1050-50-1100	350-20-450-EB-25-525-30-675-EB-35-850		
6	Deputy Director (Engineering Research Institute)	1	570-40-770-EB-40-1050-50-1100 + Special pay of Rs. 120/-		700-40-860-EB-50-1110-55-1275		Special pay to be discontinued.
7	Soil Survey Officer	..	1	570-40-770-EB-40-1050-50-1100	700-40-860-EB-50-1110-55-1275		
8	Geologist	..	1	570-40-770-EB-40-1050-50-1100	500-30-620-EB-40-820-45-1000-EB-50-1250		
9	Research Officers	..	4	570-40-770-EB-40-1050-50-1100 + Special pay of Rs. 120/- p.m.	700-40-860-EB-50-1110-55-1275		Special pay to be discontinued.
10	Assistant Engineer	..	4	395-420-25-545-EB-25-825	500-30-650-EB-35-825-EB-40-905-45-950		

**OFFICES OF THE CHIEF ENGINEERS, SUPERINTENDING ENGINEERS AND DIRECTOR OF ENGINEERING RESEARCH
INSTITUTE, BARODA—Contd.**

1	2	3	4	5	6
			Rs.	Rs.	
11	Deputy Engineer	..	377 345-370-25-520-EB-25-570-35-745-40-825 + special pay of Rs. 80/- p.m. to those working as P.As. to Chief Engineers in Secretariat and Rs. 50/- p.m. to those working as P.As. to Superintending Engineers.	450-25-550-EB-30-670-35-845-EB-40-925	Special pay to be discontinued.
12	Assistant Research Officers, Soil Chemist	..	1 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735 + special pay of Rs. 80/- p.m.	350-20-450-EB-25-525-30-675-EB-35-850	Special pay to be discontinued.
13	Deputy Soil Survey Officer	..	5 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
14	Geologist	..	3 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	<i>Non-Gazetted</i>				
15	Master Driller	..	4 345-25-570	350-20-450-EB-25-550-EB-30-700	
16	Superintendent of Stores	..	1 295-15-385	325-15-400-EB-20-500-25-525	To be given special pay of Rs. 25/- p.m.
17	Junior Geologist	..	1 205-10-285-15-375-EB-15-405	250-12-310-EB-15-400-EB-20-500-25-550	
18	Circle Head Clerk	..	21 275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525	
19	Junior Engineer	..	1444 250-260-10-300-EB-15-420	325-15-400-EB-20-500-EB-25-575	
	Supervisor	..	175-185-10-245-EB-10-265-15-340	250-12-310-EB-15-400-EB-20-460	
	Overseer	..	125-127-130-5-145-8-165-10-245	175-8-215-EB-10-255-12-315-EB-15-345	
20	Manager, Nav Nirman	..	1 245-280-15-370-20-470	250-12-310-EB-15-400-EB-20-500-25-550	Degree holders to start at Rs. 310/-
21	Senior Scientific Assistant	..	16 245-280-15-370-20-470	325-15-400-EB-20-500-EB-25-575	

22	Head Draftsman	..	20	230-10-340	250-12-310-EB-15-400-EB-20-480	
23	Stenographer, Grade I	..	2	225-10-275-15-395-EB-15-470	325-15-400-EB-20-500-EB-25-575	
24	Driller	..	9	(i) 205-10-285-15-375-EB-15-405 (ii) 115-5-145-7-180 (iii) 105-3-135	(i) 250-12-310-EB-15-400-EB-20-500-25-550 (ii) 175-8-215-EB-10-275 (iii) 125-4-145-EB-5-165-7-200	
25	Junior Scientific Assistant	..	23	195-10-275-15-380	250-12-310-EB-15-400-EB-20-480	
26	Circle First Clerk	..	16	195-10-245	250-12-310-EB-15-370	
27	Foreman	..	11	180-10-230-15-320-20-340	250-12-310-EB-15-400-EB-20-460	
28	Drainage Supervisor	..	1	175-185-10-245-EB-10-265-15-340	250-12-310-EB-15-400-EB-20-460	
29	Head Surveyor	..	1	175-175-10-245-EB-10-265-15-340	250-12-310-EB-15-400-EB-20-460	
30	Divisional Head Clerk	..	80	185-10-235	250-12-310-EB-15-370	
31	Manager, Grade I	..	2	180-10-230-EB-10-280	250-12-310-EB-15-400-20-420	
32	Soil Analysts	..	1	165-8-205-EB-10-265-15-340	200-10-250-EB-12-310-EB-15-430	M.Sc. to start at Rs. 230/-.
33	Soil Classifier	..	10	165-8-205-EB-10-225	200-10-250-EB-12-310-EB-15-430	
34	Photographer	..	1	150-10-210-15-225	200-10-250-EB-12-310-15-340	
35	Draftsman	..	96	145-4-165-EB-5-215	200-10-250-EB-12-310-15-340	
36	Geological Supervisor	..	2	145-8-185-10-225-EB-10-255-15-270	200-10-250-EB-12-310-EB-15-400	
37	Manager, Grade II	..	8	145-5-165-EB-8-205	200-10-250-EB-12-310-15-340	
38	Electrical Supervisor	..	8	145-7-162-12-248-EB-12-260-15-425-EB-15-530	250-12-310-EB-15-400-EB-20-500-25-550	Degree holder to start at Rs. 310/-.
39	Junior Surveyor	..	4	125-5-145-8-185-EB-10-265-15-340	250-12-310-EB-15-400-EB-20-460 (for Diploma holders)	
40	Statistician	..	5	125-5-145-8-185-EB-10-265-15-340	200-10-250-EB-12-310-EB-15-400	
41	Senior Accounts Clerk	..	99	145-8-185-10-195	200-10-250-EB-12-310-15-340	

**OFFICES OF THE CHIEF ENGINEERS, SUPERINTENDING ENGINEERS AND DIRECTOR OF ENGINEERING RESEARCH
INSTITUTE, BARODA—Contd.**

1	2	3	4	5	6
			Rs.		
42	Storekeeper	..	71 145-8-185-10-195	200-10-250-EB-12-310	
43	Research Assistant	..	55 125-5-145-8-185-EB-10-245	200-10-250-EB-12-310-15-340	
44	Chargeman	..	1 137-4-165-EB-5-205	175-8-215-EB-10-275	
45	Electrician	..	2 137-4-165-EB-5-205	175-8-215-EB-10-275	
46	Lift Mechanic	..	3 137-4-165-EB-5-205	175-8-215-EB-10-275	
47	Rest House Manager	..	1 137-8-185	200-10-250-EB-12-310	
48	Senior Clerk	..	506 137-8-185	200-10-250-EB-12-310	
49	Librarian	..	2 (i) 137-8-185	General scale for Librarian	
			(ii) 215-10-255-15-330-EB-15-420	General scale for Librarian	
50	Care Taker	..	1 137-8-185	200-10-250-EB-12-310	
51	Senior Assistant Mechanic	..	4 135-5-180	175-8-215-EB-10-275	
52	Senior Mechanic	..	4 135-4-155-5-180	175-8-215-EB-10-275	
53	Sub-Overseer	..	85 115-3-130-EB-4-170-EB-5-185	160-7-188-EB-9-215-10-265	
54	Engine Driver	..	28 115-5-170	160-7-188-EB-9-215-10-265	
55	Assistant Draftsman	..	114 115-3-130-EB-3-133-4-165	160-7-188-EB-9-215-10-265	
56	Survey Mistry	..	8 115-3-130-EB-4-150	135-5-155-EB-7-190-EB-8-230-10-250	
57	Technical Assistants	..	195 115-3-130-EB-4-150	135-5-155-EB-7-190-EB-8-230-10-250	
58	Artisan, Grade I	..	1 115-3-130-EB-4-150	160-6-190-EB-7-225	
59	Road Roller Driver	..	37 115-5-145	160-6-172-7-200	
60	Dumper Driver	..	2 105-4-145	125-4-145-FR-5-165-7-200	

61	Delivery Clerk	..	1	105-4-145	125-4-145-EB-5-165-7-200
62	Boring Mechanic	..	3	105-4-145	125-4-145-EB-5-165-7-200
63	Khansama (Non-Vegetarian)	..	1	105-2-135	125-4-145-EB-5-165-7-200
64	Driver	..	175	105-4-145	125-4-145-EB-5-165-7-200
65	Mechanic	..	8	104-4-140-EB-5-160	130-5-155-EB-7-190-EB-8-230-10-240
66	Gate Operator	..	7	104-4-140-EB-5-160	130-5-155-EB-7-190-EB-8-230-10-240
67	Mistry	..	280	100-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240
68	Guide	..	2	100-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240
69	Rent Collector	..	1	100-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240
70	Khansama (Vegetarian)	..	1	95-3-125	125-3-140-EB-4-160
71	Junior Clerk	..	1052	91-3-130-EB-4-170 + special pay from Rs. 5 to 25 per month to Cashiers.	130-5-155-EB-7-190-EB-8-230-10-240
72	Assistant Storekeeper	..	10	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
73	Store clerk	..	7	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
74	Typist	...	282	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
75	Laboratory Assistant	...	20	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
76	Tracer	..	340	91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240
77	Computer	..	204	91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240
78	Telephonist	..	2	91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240
79	Signaller	..	12	91-3-130-4-150	130-3-155-EB-190-EB-8-230-10-240
80	Assistant Boring Mechanic	..	1	91-3-130	125-4-145-EB-5-165-7-200
81	Wireman	..	31	91-3-130	125-4-145-EB-5-165-7-200

OFFICES OF THE CHIEF ENGINEERS, SUPERINTENDING ENGINEERS AND DIRECTOR OF ENGINEERING RESEARCH
INSTITUTE, BARODA—*Concl'd.*

1	2	3	4	5	6
				Rs.	
82	Artisan, Grade II	..	3 91-3-130	125-4-145-EB-5-165-7-200	
83	Telephone Clerk	..	1 91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
84	Plumber	..	8 85-4-125-5-135	125-4-145-EB-5-165-7-200	
85	Measurer	..	46 85-4-105-5-115	125-3-140-EB-4-160	
86	Canal Inspector	..	48 85-4-105-5-115	125-3-140-EB-4-160	
87	Head Cook	..	1 75-4-95-5-125	125-3-140-EB-4-160	
88	Cook	..	15 75-4-95-5-115	125-3-140-EB-4-160	
89	Carpenter	..	5 75-2-115	125-3-140-EB-4-160	
90	Rural Telephone Operator	..	— 75-4-95-5-115	125-3-140-EB-4-160	
91	Mason	..	3 75-2-115	125-3-140-EB-4-160	
92	Pump-man	..	1 75-3-81-4-105	110-3-140	
93	Fieldman	..	17 65-1/2-70-1-75	90-2-110	
94	Dresser	..	7 65-1/2-70	90-2-110	
95	Butler	..	8 75-2-115	125-3-140-EB-4-160	
96	Ferro Machine Operator	..	4 75-2-105	110-3-140	
97	Khansama	..	17 70-2-78-3-103-4-110	125-3-140-EB-4-160	
98	Fireman	..	1 70-1-75-2-85	100-3-130	
99	Process-server	..	1 70-1-75-2-85	100-3-130	
100	Daftari	..	37 70-1-75-2-85	100-3-130	
101	Mukadam	..	32 70-1-75-2-85	100-3-130	

H-48 (Vol. II)—114

102	Naik	..	23	70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
103	Patkari	..	62	65-1/2-70-1-75	90-2-110	
104	Peon	..	1060	65-1/2-70	90-2-110	
105	Chowkidar	..	549	65-1/2-70 + special pay of Rs. 2/- p.m. to 8 for operating Roneo Machine	90-2-110	Special pay to be continued.
106	Research Khalasi	..	1	65-1/2-70	90-2-110	
107	Peon-cum-Dresser	..	—	65-1/2-70	90-2-110	
108	Ward Boy	..	9	65-1/2-70	90-2-110	
109	Sweeper	..	8	65-1/2-70	90-2-110	
110	Cleaner	..	31	65-1/2-70	90-2-110	
111	Gateman	..	2	65-1/2-70	90-2-110	
112	Pump Attendants	..	2	65-1/2-70	90-2-110	
113	Majdoor	..	3	65-1/2-70	90-2-110	
114	Pantry Boy/Hamals/Pagi/Khalasi Bearer etc.	..	425	65-1/2-70	90-2-110	
115	Garden Sathi	..	1	65-1/2-70	90-2-110	
116	Oil man	..	1	65-1/2-70	90-2-110	
117	Waiter	..	4	65-1/2-70	90-2-110	
118	Room Boy	..	10	65-1/2-70	90-2-110	
119	Dhobi	..	2	65-1/2-70	90-2-110	
120	Phone Attendant	..	25	65-1/2-70	90-2-110	
121	Peon-cum-Laboratory Boy	..	27	65-1/2-70	90-2-110	
122	Attendant	..	125	80/- consolidated	100/- consolidated	

SECTION 2—OFFICE OF THE CHIEF TOWN PLANNER AND ARCHITECTURAL ADVISER

(i) Chief Town Planner and Architectural Adviser

The Commission has been informed that the scale of Rs. 2500-3000 is personal to the present incumbent. However, having regard to the mode of recruitment and the channel of promotion provided for, the Commission considers that this post should carry a regular scale on par with the posts of Chief Engineers. Accordingly, the scale of Rs. 1800-100-2300 is recommended.

(ii) Senior Architect, Senior Town Planner (Rs. 1300-1600)

The posts of Senior Architect and Senior Town Planner have been recommended to be grouped together by the Secretary, Public Works Department, who has equated them with Superintending Engineers. The Commission is of the view that the duties and responsibilities of Superintending Engineers must be higher and as such the same scale for the Senior Architect and Senior Town Planner cannot be justified. The Commission recommends the scale of Rs. 1300-60-1600 for these posts.

(iii) Junior Architect (Rs. 420-640) Assistant Town Planner (Rs. 365-750)

The Chief Town Planner and Architectural Adviser has recommended that these posts could be paired together and put on a common scale of pay since the duties and responsibilities are comparable. The Public Works Department has supported the proposal and recommended the equation of these posts with posts of Deputy Engineers. The Commission accepts the proposal. The same scales shall apply to posts in the office of the Architect to Government.

(iv) Architectural Assistant (Rs. 370-470) Town Planning Assistant (Rs. 370-470)

The Secretary, Public Works Department, has recommended that these posts could be equated and in turn compared to the posts of Junior Engineers. He however favoured a slightly different pay scale for these posts on account of the limited prospects of promotion. The Commission considers that a marginal difference would be in order and proposes the scale of Rs. 350-20-450-EB-25-600 for both the posts. The same scales may apply in the case of the Department of the Architect to Government.

(v) Junior Surveyors (Rs. 125-340)

Posts of Junior Surveyors are filled by direct recruitment of Engineering graduates or diploma holders. The Junior Surveyors are required to carry out survey and measurement in the capital project area. The Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-460 with a start of Rs. 286/- for degree holders.

SCHEDULE
OFFICE OF THE CHIEF TOWN PLANNER AND ARCHITECTURAL ADVISER

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Chief Town Planner & Architectural Adviser	1	2500-125-3000	1800-100-2300	
2	Senior Architect	..	1 1300-60-1600	1300-60-1600	
3	Senior Town Planner	..	1 1300-60-1600	1300-60-1600	
4	Deputy Town Planner	..	1 690-30-900-35-970-40-1010	700-40-860-EB-50-1110-55-1275	
5	Deputy Architect	..	2 570-40-770-EB-40-950-50-1100	700-40-860-EB-50-1110-55-1275	
6	Junior Architect	..	4 420-20-540-25-640	450-25-550-EB-30-670-35-845-EB-40-925	
7	Assistant Town Planner	..	2 365-15-470-EB-20-570-EB-30-750	450-25-550-EB-30-670-35-845-EB-40-925	
<i>Non-Gazetted</i>					
8	Architectural Assistant	..	10 370-10-470	350-20-450-EB-25-600	
9	Town Planning Assistant	..	4 370-10-470	350-20-450-EB-25-600	
10	Circle Head Clerk	..	1 275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525	
11	Head Draftsman	..	1 230-10-300-20-340	250-12-310-EB-15-400-EB-20-480	
12	First Clerk	..	1 195-10-245	250-12-310-EB-15-370	
13	Stenographer	..	2 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
14	Junior Surveyor	..	4 125-5-145-8-185-EB-10-265-15-340	250-12-310-EB-15-400-EB-20-460	Degree holders to start at Rs. 286/-

OFFICE OF THE CHIEF TOWN PLANNER AND ARCHITECTURAL ADVISER—*Concl'd.*

1	2	3	4	5	6
			Rs.	Rs.	
15	Architectural Draftsman	..	2 150-10-210-15-225	200-10-250-EB-12-310-15-340	
16	Town Planning Draftsman	..	2 150-10-210-15-225	200-10-250-EB-12-310-15-340	
17	Senior Accounts Clerk	..	1 145-8-185-10-195	200-10-250-EB-12-310-15-340	
18	Senior Clerk	..	4 137-8-185	200-10-250-EB-12-310	
19	Junior Clerk	..	4 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
20	Typist	..	3 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
21	Tracer	..	8 91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
22	Driver	..	1 105-4-145	125-4-145-EB-5-165-7-200	
23	Peons	..	17 65-1/2-70	90-2-110	
24	Naik	..	1 70-1-75	90-2-110	To be given special pay of Rs. 5/- p.m.
25	Peon-cum-Ferro Printer	..	2 65-1/2-70	90-2-110	
26	Chowkidar	..	1 65-1/2-70	90-2-110	
27	Attendants	..	4 80/- consolidated	100/- consolidated.	

SECTION 3—OFFICE OF THE ARCHITECT TO GOVERNMENT

The main categories of posts in this Department have already been covered in the earlier sections. The pay scales recommended for the various posts in this Department are shown in the accompanying schedule.

SCHEDULE
OFFICE OF THE ARCHITECT TO GOVERNMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Architect to Government	..	1 1300-60-1600	1400-60-1640-80-1800	
2	Deputy Architect	..	4 570-40-770-EB-40-1050-50-1100	700-40-860-EB-50-1110-55-1275	
3	Junior Architect	..	8 420-20-540-25-640	450-25-550-EB-30-670-35-845-EB-40-925	
<i>Non-Gazetted</i>					
4	Architectural Assistant	..	22 370-10-470	350-20-450-EB-25-600	
5	Circle Head Clerk	..	1 275-10-315-15-360-20-380	325-15-400-EB-20-500-25-525	
6	Circle First Clerk	..	1 195-10-245	250-12-310-EB-15-370	
7	Stenographer, Grade II	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
8	Architectural Draftsman	..	4 150-10-210-15-225	200-10-250-EB-12-310-15-340	
9	Senior Accounts Clerk	..	1 145-8-195	200-10-250-EB-12-310-15-340	
10	Senior Clerk	..	3 137-8-185	200-10-250-EB-12-310	
11	Junior Clerk	..	4 91-3-130-EB-3-170	130-5-155-EB-7-190-EB-8-230-10-240	
12	Typist	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
13	Assistant Draftsman	..	2 115-3-133-EB-4-165	160-7-188-EB-9-215-10-265	
14	Tracer	..	6 91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
15	Naik	..	1 70-1-80	90-2-110	To be given special pay of Rs. 5/-p.m.
16	Peons-including Peons-cum-Ferro-printer	14	65-1/2-70	90-2-110	

SECTION 4—OFFICE OF THE ELECTRICAL ENGINEER TO GOVERNMENT

The main categories of posts in the Office of the Electrical Engineer to Government have been covered in the earlier sections. The accompanying schedule shows the pay scales recommended for posts in this office.

SCHEDULE

**OFFICE OF THE ELECTRICAL ENGINEER TO GOVERNMENT OF GUJARAT (INCLUDING ALL DIVISIONS AND SECRETARY,
LICENSING BOARD)**

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
			Rs.		
1	Electrical Engineer to Government	1	1300-60-1600	1400-60-1640-80-1800	
2	Executive Engineer (Electrical) ..	3	570-40-770-40-1050-50-1100	700-40-860-EB-50-1110-55-1275	
3	Secretary, Licensing Board ..	1	570-40-770-40-1050-50-1100	700-40-860-EB-50-1110-55-1275	
4	Deputy Engineer (Electrical) ..	13	345-370-25-520-EB-25-570-35-745-40-825	450-25-550-EB-30-670-35-845-EB-40-925	
<i>Non-Gazetted</i>					
5	Circle Head Clerk ..	1	275-10-315-15-380	325-15-400-EB-20-500-25-525	
6	Electrical Supervisors ..	35	145-7-152-12-248-EB-12-260-15-425-EB-15-530	250-12-310-EB-15-400-EB-20-500-25-550	Degree holders to start at Rs. 310/-.
7	Head Draftsman ..	1	230-20-300-20-340	250-12-310-EB-15-400-EB-20-480	
8	Stenographer ..	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
9	First Clerk ..	1	195-10-245	250-12-310-EB-15-370	
10	Divisional Head Clerk ..	4	180-10-220-15-235	250-12-310-EB-15-370	
11	Draughtsman ..	3	145-4-165-EB-5-215	200-10-250-EB-12-310-15-340	
12	Senior Accounts Clerk ..	6	145-8-185-10-195	200-10-250-EB-12-310-15-340	
13	Storekeeper ..	3	145-8-185-10-195	200-10-250-EB-12-310	
14	Refrigerator Mechanic ..	3	137-4-165-EB-4-185-5-190	175-8-215-EB-10-275	

15	Lift Mechanic	..	2	137-4-165-EB-4-185-5-190	175-8-215-EB-10-275
16	Electrician	..	5	137-4-165-EB-4-185-5-190	175-8-215-EB-10-275
17	Senior Clerk	..	28	137-8-185	200-10-250-EB-12-310
18	Head Wireman	..	4	117-4-153-EB-4-165-5-170	160-7-188-EB-9-215-10-265
19	Assistant Draughtsman	..	3	115-3-130-EB-3-133-4-165	160-7-188-EB-9-215-10-265
20	Junior Clerk	..	57	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
21	Typist	..	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
22	Assistant Storekeeper	..	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
23	Tracer	..	11	91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240
24	Driver	..	3	105-4-145	125-4-145-EB-5-165-7-200
25	Pump Mechanic	..	2	100-3-130	125-4-145-EB-5-165-7-200
26	Controller of Panel	..	1	97-3-130	125-4-145-EB-5-165-7-200
27	Wireman	..	34	97-3-130	125-4-145-EB-5-165-7-200
28	Naik	..	1	70-1-80	To be given special pay of Rs. 5/-p.m.
29	Peon	..	40	65-1/2-70	
30	Mazdoor (Helper)	..	54	65-1/2-70	
31	Delivery Mukadam	..	1	65-1/2-70	
32	Chowkidar	..	7	65-1/2-70	90-2-110
33	Micro Phone Attendant	..	2	65-1/2-70	90-2-110
34	Lift Attendant	..	8	65-1/2-70	90-2-110

SECTION 5—OFFICE OF THE DIRECTOR OF PARKS AND GARDENS**(i) Horticulture Officer (Rs. 345-825)**

The Commission has been informed that the recruitment rules for the post have not been finally approved by the Government yet. In the circumstances the Commission recommends that the post may carry the scale of Rs. 450-25-550-EB-30-670-35-845-EB-40-925 which the Commission considers will be appropriate to the internal vertical relativities.

(ii) Technical Assistant (Rs. 245-735)

The Technical Assistant is either recruited directly or by promotion from the posts of Assistant Superintendents. The recruitment qualification for the post is B. Sc. (Agri.) or B. Ag. with horticulture or M. Sc. in Botany. The technical Assistant assists the Director in his functions. The Commission considers the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 appropriate to the post in keeping with the qualifications and the responsibilities attached to it.

(iii) Assistant Superintendents (Rs. 235-350)

The Assistant Superintendents are in charge of planning and laying out parks and gardens. The qualification for recruitment is a degree or diploma in agriculture. Promotion from the cadre of Agricultural Overseers is also made. Consistent with the internal relativities in the Department and the nature of duties of the post the Commission recommends the scale of Rs. 250-12-310-EB-15-400-EB-20-480 for these posts.

(iv) Agricultural Overseers (Rs. 125-340)

The posts of Agricultural Overseers are filled by direct recruitment of those who hold a degree or diploma in agriculture and have two years experience in gardening. The Overseers are responsible for planning and lay-out of gardens. The Commission recommends the scale of Rs. 200-10-250-EB-12-310-EB-15-430 for the posts of Overseers.

SCHEDULE
OFFICE OF THE DIRECTOR OF PARKS AND GARDENS

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Director, Parks & Gardens	1	570-40-770-EB-40-1050-50-1100	700-40-860-EB-50-1110-55-1275	
2	Horticulture Officer	1	345-370-25-520-35-745-40-825	450-25-550-EB-30-670-35-845-EB-40-925	
3	Technical Assistant, Parks and Gardens	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
4	Assistant Superintendent	2	235-10-255-15-330-20-350	250-12-310-EB-15-400-EB-20-480	
5	Head Clerk	1	185-10-235	250-12-310-EB-15-370	
6	Agriculture Overseer	6	125-5-145-8-185-EB-10-265-EB-15-340	200-10-250-EB-12-310-EB-15-430	
7	Draftsman	1	145-4-165-EB-5-225	200-10-250-EB-12-310-15-340	
8	Senior Accounts Clerk	1	145-8-185-10-195	200-10-250-EB-12-310-15-340	
9	Senior Clerk	1	137-8-185	200-10-250-EB-12-310	
10	Forester	1	105-3-135-5-150	130-5-155-EB-7-190-EB-8-230-10-240	
11	Junior Clerk	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
12	Tracer	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
13	Gujarati typist	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
14	Karkoon	1	91-3-130	130-5-155-EB-7-190-EB-8-230-10-240	
15	Head Malies	4	75-3-105	100-3-130	

OFFICE OF THE DIRECTOR OF PARKS AND GARDENS—*Concl'd.*

1	2	3	4	5	6
16	Peon	..	5 65-1/2-70	Rs. 90-2-110	
17	Mali	..	48 65-1/2-70	90-2-110	
18	Chowkidar	..	5 65-1/2-70	90-2-110	
19	Sweeper	..	1 65-1/2-70	90-2-110	
20	Pump Operator	..	1 65-1/2-70	90-2-110	
21	Forest Guard	..	1 65-1/2-70	90-2-110	

SECTION 6—DIRECTORATE OF PORTS

The principal functions of the Directorate fall under four broad heads. (1) Civil Engineering; (2) Traffic; (3) Navigation; and (4) Mechanical Engineering. Various construction programmes undertaken by the Directorate fall under the first sector. In regard to traffic management the Directorate administers the Indian Ports Act, the Merchant Shipping Act, the Bombay Landing and Wharfage Act, etc. On the Navigation side the Directorate provides pilotage, marking of navigational channels and beacons. Provision of mechanical equipment like cranes, tugs, barges etc. and facilities for maintenance and repairs fall under the last group of functions.

The pay scales of categories of posts special to the Department are discussed below:—

(i) **Port Officers (Grade I)** (Rs. 900-1200)

The recruitment qualification expected of Port Officers is the Foreign Going Masters Certificate with two years experience of independent management in running of ports. The Port Officer carries administrative and supervisory duties over workshop, flotilla and traffic and shipping works. The Director of Ports informed the Commission that there is a keen demand for those possessing the Foreign Going Master Certificate and the Department is often faced with the problem of retaining qualified men. The pay scales for similar posts in major ports is Rs. 1300-1800. He therefore proposed that the scale of Rs. 1200-1600 would be justified in the case of intermediate ports. The Secretary, Public Works Department, endorsed the Director's recommendation and also pointed out that the responsibilities of Port Officers are very heavy and the slightest mistake on their part could cause considerably damage. The Commission has also seen press reports of the recommendations of the Desai Committee on the pay and allowance of the marine services at the Port of Bombay. The Committee has proposed the following scales for pilotage services:—

Pilot.	Rs. 1000/1100-50-1700-75-1850.
Master Pilot.	Rs. 1850-50-2000.
Dock Master.	Rs. 1900-50-2100.
Senior Dock Master.	Rs. 1950-50-2200.
Harbour Master.	Rs. 2000-50-2300.

Bearing in mind these scales recommended by the Committee for the Major Port of Bombay the Commission considers that the pay scale of Rs. 1100-50-1200-60-1500 would be adequate and consistent with the duties and responsibilities of the posts of Port Officers of the ports in our State. This scale would also be in tune with the internal relativities in the Department.

(ii) **Pilots** (Rs. 900-1200)
(Rs. 690-1010)

The qualifications for the post of Pilot are the Foreign Going Master's Certificate or the Home Trade Master's Certificate with two years' of experience of working as Chief Officers or five years' experience of working of ports. The duty of the Pilots is piloting of ships between anchorage and jetty or the place of berthing. At present Pilots with the Foreign Going Master's Certificate are on the scale of Rs. 900-40-1100-50/2-1200 and those with the Home Trade Master's Certificate carry the scale of Rs. 690-30-700-35-970-40-1010. The Director of Ports has recommended the same scale of pay for the posts of Pilots as for Port Officers presumably because the qualifications are the same. For Pilots with the Home Trade Master's Certificate he has proposed the scale of Rs. 900-1200. The responsibilities of Port Officers are of a higher order than those of Pilots and the Commission, therefore, recommends the scale of Rs. 1050-50-1100-60-1400 for the posts of Pilots. Pilots with the Home Trade Master's Certificate may carry the scale of Rs. 850-50-1000-EB-55-1275.

(iii) **Dock Master (Rs. 900-1200)**

The duties of the Dock Master relate to docking and undocking of ships and occasional pilotage. The qualification required is the Foreign Going Master's Certificate. The Director of Ports has proposed the same scale as that for Pilots (Foreign Going Master) and Port Officers. The Commission recommends that the same scale as recommended in the case of Pilots (Foreign Going Master) may apply to this post also.

(iv) **Dredging-cum-Marine Engineer Berthing Master (Rs. 690-1010)**

The post of Dredging-cum-Marine Engineer is filled by direct recruitment of First Class Engineers of Foreign Going Ships or those who hold a certificate of competency issued by the British Board of Trade; or by promotion of Dredging Engineers. The Dredging Engineer has to look after dredging machinery and repairs to dredgers. The Director of Ports stated before the Commission that candidates possessing the necessary qualifications are difficult to get. The Commission is of the view that having regard to the functions of the post and the qualifications prescribed for recruitment the scale of Rs. 850-50-1000-EB-55-1275 would be suitable for this post. The Commission recommends the same scale for the post of 'Berthing Master' also in view of the Home Trade Master's Certificate being the basic qualification for the post and the duties relating to berthing of ships.

(v) **Port Officer (Grade II) (Rs. 420-950)**

Posts of Port Officers Grade II are filled on promotion of Port Officers or Traffic Officers who are on the scale of Rs. 280-735. For these posts the Director has recommended a scale of Rs. 420-1100. However, having regard to the relativities within the hierarchy of the Department the Commission considers the scale of Rs. 450-25-550-EB-30-670-35-845-EB-40-925 sufficient for the post.

(vi) **Assistant Dock Master (Rs. 245-735)**

The qualification for the post of Assistant Dock Master is a certificate of Home Trade Master or certificate of competency as First Class Master of Inland Steam Vessels. Incumbents of the cadre of Berth Master are eligible for promotion to this post. The Commission recommends for this post the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850.

(vii) **Dredging Engineer and other posts (Rs. 250-470; Rs. 120-250 Pre-revised)**

Direct recruitment to the post is made of those who possess a certificate of competency as Engineer of Inland Steam Vessels or a second class colonial certificate of competency. Promotion is made from the cadre of Tug Engineers. The Dredging Engineers are responsible for the working and operation of marine engines and the maintenance and repairs of dredgers. The Director has recommended a scale of Rs. 500-800 for the Dredging Engineer of a self-propelled vessel and a lower scale for the Dredging Engineer of the non-self propelled variety since such a Dredging Engineer is not qualified and is promoted from the rank of Foreman. The Commission proposes the scales of Rs. 325-15-400-EB-20-500-EB-25-575 and Rs. 250-12-310-EB-15-400-20-420 respectively for the two categories. The scale of Rs. 325-575 is proposed for the posts of Dredging Masters of self-propelled vessels also on the basis of the equation recommended by the Director of Ports. The Junior scale for Dredging Masters is recommended to be Rs. 175-8-215-EB-10-275.

(viii) **Traffic Staff**

The hierarchy of posts of this category has the post of Traffic Manager (Rs. 570-1100) at the top. The recruitment qualification is a degree in Arts, Science or Law or Commerce and experience of five years' of handling traffic problems in any ports. Officers of the cadre of Port Officers Grade II are eligible for promotion to this post. The Director of Ports has proposed a

pay scale of Rs. 900-1800 on par with the pay scale he has recommended for the posts of Executive Engineers on the ground that the post carries statewide jurisdiction and carries no chances of promotion. Having regard to the qualification and the nature of functions of the post the Commission feels that the post can best be equated with class I posts of many Departments and recommends the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 for this post. For the post of Port Officer Grade II at the next level the Commission has already recommended the scale of Rs. 450-25-550-EB-30-670-35-845-EB-40-925. At the level immediately below are the posts of Traffic Officers (Rs. 245-735). These posts are filled on recruitment of graduates or by promotion of the Traffic Inspectors. For these posts the Commission recommends the normal class II scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850. For the lower posts the Commission has proposed the same scales as for ministerial posts since they form into a common channel of promotion.

(ix) **Marine Surveyor** (Rs. 190-300)

(Rs. 150-300 Pre-revised)

Appointment to this post is made by direct selection of those who possess the B. E. (Civil) degree. In addition three years of experience, preferably in marine survey is necessary. The surveyor is in charge of hydrographic surveys. The Commission recommends that in view of the recruitment of graduates to this post the scale should be Rs. 250-12-310-EB-15-400-EB-20-480 with a start at Rs. 310.

(x) **Tug Master** (Rs. 120-190; Rs. 145-245; Rs. 130-150)

The posts of Tug Masters are filled by direct recruitment of those who have the certificate of competency as Sarangs, Inland Steam Vessels and experience of two years or by promotion from the cadre of mates in the ratio of 75:25. The Tug Master is in charge of navigation of tugs of 350 H.P. employed in lighterage or touring or navigation from port to port. The Director of Ports has recommended for the posts of Tug Masters and those of Tug Engineers the same scale of Rs. 250-425. Having regard to the different scales of pay for these posts at present the Commission recommends two scales of pay for both the categories of posts namely Rs. 175-8-215-EB-10-255-12-315-EB-15-345 and Rs. 175-8-215-EB-10-275.

(xi) **Marine Drivers** (Rs. 91-150)

Marine Drivers are promoted from the cadre of Oilmen. They are expected to have knowledge of marine engines and auxiliaries and are responsible for the running and maintenance of marine engines. The Director of Ports has proposed for these posts a scale of Rs. 110-180. Having regard to the duties of these Drivers the Commission recommends for all these posts on the scale of Rs. 91-150 at present the revised scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240.

(xii) **Sarangs**

Posts of Sarangs are filled on promotion of Tandels or Sukanis. They assist the master or mate in navigation of vessels. The Director of Ports has proposed a scale of Rs. 130-200 for qualified Sarangs. The Commission recommends two scales (1) Rs. 175-8-215-EB-10-275 and (2) Rs. 160-6-190-EB-7-225 for the posts of Sarangs as against the existing multiplicity of scales. The higher of the scales viz. Rs. 175-275 may be made applicable to qualified Sarangs.

The scales of pay recommended in the case of other posts in the Directorate of Ports are indicated in the accompanying schedule.

(xiii) **Tindels**

Tindels are recruited direct from among those who possess knowledge of steering and steamship or by promotion of seamen. They man the rudder control of the floating power units. These posts are on as many as eight different scales. In place of the existing scales the Commission proposes two scales :

- (1) Rs. 125-3-140-EB-4-160 and (2) Rs. 110-3-140.

(xiv) **Khalasis**

The posts of Khalasis are filled by direct recruitment according to the nature of duties on shore or on the flotilla. They are manual labourers. These posts carry at present as many as eleven different scales. For posts such as these which require a high degree of physical exertion the Commission considers that the scale of Rs. 100-2-110 would be appropriate. The same scale is therefore recommended uniformly for all posts of Khalasis.

(xv) **Special Pays**

The post of Executive Engineer at Ahmedabad carries a special pay of Rs. 150/- p.m. The special pay has been sanctioned in view of the fact that the incumbent has to attend to the work of designing constructions at ports and harbours. The Director has recommended its continuance and enhancement. As discussed above the Commission does not consider the grant of special pay justified and recommends its abolition. Analogously the special pay for the Deputy Engineer may also be discontinued.

The Port Officers at Okha and Bhavnagar get a special pay of Rs. 100/- p.m. in lieu of higher scales of pay. In view of the revision of the scale of pay of these posts the grant of special pay is no longer maintainable. The special pay may therefore be abolished. The Dock Master who is in charge of Pilotage/Docking is given a special pay of Rs. 75/- p.m. because in addition to piloting he has to work on the lock-gate and he is in charge of the Flotilla. The Commission considers this a valid ground for grant of special pay and recommends its continuance at the existing rate.

The crane operator operating the 110 ton crane at Bhavnagar lockgate gets a special pay of Rs. 25/- p.m. The Director has proposed that it should be continued since the work of operating this crane is very arduous. Normal cranes are of two or five tons only. The Commission considers that a separate pay scale would be more appropriate and recommends the scale of Rs. 160-265. This pay scale has not been indicated in the schedule since it has been recommended for a particular category of crane operator.

The Supervisor (Lights) gets a special pay of Rs. 25/- p.m. as he has to maintain and supervise light houses and has sometimes to remain in isolation in sea. The Commission recommends its continuance at the existing rate.

The Director has proposed that special pay of Rs. 30/- p.m. may be attached to the posts of Tide Watcher and Gauge Reader as they have to go out into the sea for the purpose of reading the gauge. The Commission has recommended the pay scale of Rs. 130-240 for both the categories of posts having regard to the nature of duties attached to the posts. The nature of work is also not such as would merit grant of special pay. The Commission does not therefore recommend grant of special pay to Tide Watcher and Gauge Reader.

One Tradesman in the pay scale of Rs. 91-150 is given a special pay of Rs. 10/- for being attached to supervisor (Light). The Supervisor (Light) is also getting a special pay of Rs. 25/- p.m. which are recommended to be continued at the existing rates. For the same reason the Commission recommends continuance of the special pay at the existing rate.

SCHEDULE
DIRECTORATE OF PORTS

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
Rs.					
<i>Gazetted</i>					
1	Director of Ports	1	1300-60-1600	1400-60-1640-80-1800	
2	Superintending Engineer	1	1300-60-1600	1400-60-1640-80-1800	
3	Port Officer (Grade I)	3	900-40-1100-1100-50/2-1200 + special pay of Rs. 100/-p.m. to 2 Officers	1100-50-1200-60-1500	Special pay to be discontinued.
4	Pilot	1	(i) 900-40-1100-1100-50/2-1200 (FGM) (ii) 690-30-900-35-970-40-1010 (HTM)	1050-50-1100-60-1400 850-50-1000-EB-55-1275	
5	Dock Master	1	900-40-1100-1100-50/2-1200 + special pay of Rs. 75/-p.m.	1050-50-1100-60-1400	Special pay to be continued.
6	Dredging-cum-Marine Engineer	1	690-30-900-35-970-40-1010	850-50-1000-EB-55-1275	
7	Marine Engineer	1	690-30-900-35-970-40-1010	850-50-1000-EB-55-1275	
8	Berthing Master/Pilot	1	690-30-900-35-970-40-1010	850-50-1000-EB-55-1275	
9	Executive Engineer (Civil)	4	570-40-770-EB-40-1050-50-1100 + special pay of Rs. 150/-p.m.	700-40-860-EB-50-1110-55-1275	Special pay to be discontinued.
10	Executive Engineer (Mechanical)	1	570-40-770-EB-40-1050-50-1100	700-40-860-EB-50-1110-55-1275	
11	Traffic Manager	1	570-40-770-EB-40-1050-50-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
12	Accounts Officer	1	(370-395)-420-30-570-35-710-40-750-EB-40-950	500-30-650-EB-35-825-EB-45-1050-50-1100	
13	Port Officer & Deputy Engineer	1	470-20-520-EB-25-620-30-800-EB-30-950	450-25-550-EB-30-670-35-845-EB-40-925	

DIRECTORATE OF PORTS—Contd.

1	2	3	4	5	6
4					
1	Port Officer (Grade II)	..	2	Rs. 420-20-520-EB-25-620-30-800-EB-30-950	Rs. 450-25-550-EB-30-670-35-845-EB-40-925
15	P. A. to Director of Ports	..	1	390-10-470-EB-20-510	350-20-450-EB-25-600
16	Deputy Engineer (Civil)	..	12	345-370-25-520-EB-25-570-35-745-40-825 + special pay of Rs. 80/- to 1 Deputy Engineer	450-25-550-EB-30-670-35-845-EB-40-925
17	Deputy Engineer (Mechanical)	..	6	345-370-25-520-EB-25-570-35-745-40-825	450-25-550-EB-30-670-35-845-EB-40-925
18	Deputy Engineer (Lock-gate) (Electrical and Mechanical)	..	1	345-370-25-520-EB-25-570-35-745-40-825	450-25-550-EB-30-670-35-845-EB-40-925
19	Port Officer (Grade III)	..	1	(245-260)-280-15-385-20-485-EB-20-585 EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
20	Assistant Port Officer	..	3	(245-260)-280-15-385-20-485-EB-20-585 EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
21	Traffic Officer	..	3	(245-260)-280-15-385-20-485-EB-20-585 EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
22	Assistant Dock Master	..	1	(245-260)-280-15-385-20-485-EB-20-585 EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850
	<i>Non-Gazetted</i>				
23	Deputy Marine Surveyor	..	2	220-15-400 (pre-revised)	325-15-400-EB-20-500-EB-25-575
24	Drilling Mechanic	..	1	320-15-395	250-12-310-EB-15-400-EB-20-500-25-550
25	Junior Superintendent	..	1	275-10-315-15-360-20-400	325-15-400-EB-20-500-25-525
26	Office Superintendent	..	2	(i) 275-10-315-15-360-20-380 (ii) 195-10-245	325-15-400-EB-20-500-25-525 250-12-310-EB-15-370
27	Traffic Inspector	..	3	(i) 235-10-345-15-420 (ii) 185-10-235	325-15-400-EB-20-500-25-525 250-12-310-EB-15-370

Special pay to be discontinued.

28	Senior Auditor	..	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
29	Dredging Engineer	..	7	(i) 250-10-330-15-450-20-470 (ii) 120-5-150-EB-10-250 (pre-revised)	325-15-400-EB-20-500-EB-25-575 250-12-310-EB-15-400-20-420	
30	Deputy Harbour Engineer	..	1	(i) 250-10-330-15-450-20-470 (ii) 200-20/2-300-25/2-400 (pre-revised)	325-15-400-EB-20-500-EB-25-575 325-15-400-EB-20-500-EB-25-575	
31	Junior Engineer	..	22	250-255-260-10-300-EB-15-420	325-15-400-EB-20-500-EB-25-575	
32	Supervisor/Overseer	..	13	(i) 175-180-185-10-245-EB-10-265-15-340 (Supervisor) (ii) 125-130-5-145-8-185-EB-10-245 (Overseer)	250-12-310-EB-15-400-EB-20-460 175-8-215-EB-10-255-12-315-EB-15-345	
33	Supervisor (Light)	..	1	175-180-185-10-245-EB-10-265-15-340 + special pay of Rs. 25/-p.m.	250-12-310-EB-15-400-EB-20-460	Special pay to be continued.
34	Flotilla Supervisor	..	1	(i) 145-8-185-10-245 (ii) 100-8-140-10-200 (pre-revised)	175-8-215-EB-10-255-12-315-EB-15-345 175-8-215-EB-10-255-12-315-EB-15-345	
35	Assistant Conservator	..	2	80-5-120-8-200-10/2-220 (pre-revised)	175-8-215-EB-10-255-12-315-EB-15-345	
36	Assistant Berth Master	..	1	125-4-145-5-165-6-225	175-8-215-EB-10-255-12-315-EB-15-345	
37	Store Inspector and Verifier	..	1	185-10-235	250-12-310-EB-15-370	
38	Berth Master	..	1	190-10-220-15-280-EB-20-300	250-12-310-EB-15-400-20-420	
39	Dredging Supervisor	..	2	190-10-220-15-280-EB-20-300	250-12-310-EB-15-400-20-420	
40	Marine Surveyor	..	2	(i) 190-10-220-15-280-EB-20-300 (ii) 150-15/2-200-20/2-300 (pre-revised)	250-12-310-EB-15-400-EB-20-480 250-12-310-EB-15-400-EB-20-480	Degree holders to start at Rs. 310/-p.m.
41	Head Clerk	..	16	185-10-235	250-12-310-EB-15-370	
42	Port Supervisor	..		(i) 185-10-235 (ii) 145-8-185-10-245 (iii) 145-8-185-10-225	200-10-250-EB-12-310-15-340 200-10-250-EB-12-310-15-340 200-10-250-EB-12-310-15-340	
43	Drag Line Excavator	..	1	180-10-230-15-320-20-340	200-10-250-EB-12-310-EB-15-430	

DIRECTORATE OF PORTS—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
44	Stenographer	..	2 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
45	Assistant Traffic Supervisor	1	180-10/2-190-10-210-15/2-225	250-12-310-EB-15-370	
46	Accountant	..	4 (i) 170-10-190-EB-10-230-15-260-20-300 (ii) 137-8-185	250-12-310-EB-15-370 200-10-250-EB-12-310-15-340	
47	Wireless Operator	..	3 165-8-205-10-245	200-10-250-EB-12-310-15-340	
48	Engine Driver	..	9 (i) 160-10/2-190-5-225-10-245 (ii) 135-4/2-139-5/2-154-6/2-160 (iii) 120-5-150 (pre-revised) (iv) 90-5-120	200-10-250-EB-12-310-15-340 175-8-215-EB-10-275 200-10-250-EB-12-310 175-8-215-EB-10-275	
49	Draftsman	..	9 (i) 150-10-210-15-225 (ii) 145-4-165-EB-5-215	200-10-250-EB-12-310-15-340 200-10-250-EB-12-310-15-340	
50	Foreman	..	10 (i) 145-10-285-15-300 (ii) 130-4-150-EB-6-210 (iii) 165-6-195-8-275 (iv) 100-10/2-200 (pre-revised)	200-10-250-EB-12-310-EB-15-400 175-8-215-EB-10-255-12-315-EB-15-345 200-10-250-EB-12-310-EB-15-400 200-10-250-EB-12-310-15-340	
51	Senior Accounts Clerk	..	13 145-8-185-10-195	200-10-250-EB-12-310-15-340	
52	Storekeeper	..	9 145-8-185-10-195	200-10-250-EB-12-310	
53	Wharf Supervisor	..	1 145-8/2-161-9/2-170	175-8-215-EB-10-275	
54	Assistant Wireless Operator	..	5 145-5-190	175-8-215-EB-10-275	
55	Junior Auditor	..	2 145-8-185	200-10-250-EB-12-310-15-340	
56	Port Supervisor	..	2 137-8-185	200-10-250-EB-12-310	
57	Electrician	..	6 (i) 137-4-165-EB-4-185-5-190 (ii) 91-3-130-EB-4-150	175-8-215-EB-10-275 130-5-155-EB-7-190-EB-8-230-10-240	
58	Ferry Supervisor	..	2 137-8-185	200-10-250-EB-12-310	

59	Senior Clerk	..	62	137-8-185 + special pay of Rs. 20/-p.m. to 1 post	200-10-250-EB-12-310
60	Assistant Drilling Mechanic	..	1	130-4-170	175-8-215-EB-10-275
61	Dredging Master	..	3	(i) 125-4-145-5-165-EB-5-190 (Junior scale)	175-8-215-EB-10-275
			(ii) 180-10-300 (Senior scale pre-revised)	325-15-400-EB-20-500-EB-25-575	
62	First Engine Driver	..	3	(i) 120-10/2-145	160-6-190-EB-7-225
			(ii) 75-10/2-100 (pre-revised)	160-6-190-EB-7-225	
63	Tug Master	..	19	(i) 120-5-165-EB-5-170-10-190 (ii) 145-8-185-10-245 (iii) 130-5/2-140-10-150	175-8-215-EB-10-275 175-8-215-EB-10-255-12-315-EB-15-345 175-8-215-EB-10-275
64	Sarang	..	45	(i) 120-10/2-145 (ii) 105-5/2-135 (iii) 120-5-150 (pre-revised) (iv) 80-5-120 (pre-revised) (v) 91-3-130-EB-4-150 (vi) 130-5-150-EB-6-180-10-200	160-6-190-EB-7-225 160-6-190-EB-7-225 175-8-215-EB-10-275 175-8-215-EB-10-275 160-6-190-EB-7-225 175-8-215-EB-10-275
65	Tug Engineer	..	16	(i) 120-5-165-EB-5-170-10-190 (ii) 145-8-185-10-245 (iii) 130-5/2-140-10-150	175-8-215-EB-10-275 175-8-215-EB-10-255-12-315-EB-15-345 175-8-215-EB-10-275
66	Fitter and Crane Supervisor	..	1	120-10/2-145	160-6-172-7-200
67	Fire Group Leader	..	1	120-3-150	160-6-190-EB-7-225
68	Welder	..	1	120-10/2-145	160-6-172-7-200
69	Assistant Daftsman	..	8	(i) 115-3-130-EB-4-150 (ii) 115-5-150	160-7-188-EB-9-215-10-265 160-7-188-EB-9-215-10-265
70	Sub-Overseer	..	7	115-3-130-EB-4-170-EB-5-185	160-7-188-EB-9-215-10-265
71	Electric Chargeman	..	1	100-3-130-EB-4-150-5-175	135-5-155-EB-7-190-EB-8-230-10-250
72	Head Signaller	..	1	100-4-120-5-160-EB-5-165-10-175	135-5-155-EB-7-190-EB-8-230-10-250

DIRECTORATE OF PORTS—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
73	Mate	..	18 100-4-120-5-160-EB-5-165-10-175	135-5-155-EB-7-190-EB-8-230-10-250	
74	Fork Lift Operator	..	2 100-3-150-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
75	Mistry (Civil)	..	16 (i) 100-3-130-EB-4-150 (ii) 30-3/2-50 (pre-revised)	130-5-155-EB-7-190-EB-8-230-10-240 100-3-130	
76	Mistry (Workshop)	..	13 (i) 100-3-130-4-154-5-159-6-165 (ii) 100-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240 130-5-155-EB-7-190-EB-8-230-10-240	
77	Turner and Fitter	..	1 100-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
78	Crane Operator	..	9 91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
79	Cashier and Pay Clerk	..	5 91-3-130-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
80	Crane Driver	..	47 (i) 91-3-130-EB-4-150 (ii) 105-5/2-120 (iii) 105-5/2-135	130-5-155-EB-7-190-EB-8-230-10-240 125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200	
81	Marine Driver	..	8 (i) 91-3-130-4-150 (ii) 46/- fixed (pre-revised)	130-5-155-EB-7-190-EB-8-230-10-240 100-3-140	
82	Assistant Crane Operator	..	1 91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
83	Drivers (Truck, Jeeps)	..	35 (i) 91-3-130-4-150 (ii) 105-4-145 (iii) 91-3-121	130-5-155-EB-7-190-EB-8-230-10-240 125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200	
84	Tide Watcher	..	9 91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
85	Signaller	..	2 91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240	
86	Computer	..	2 91-3-130-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
87	Tradesman	..	179 91-3-130-4-150 + special pay of Rs. 10/ to 1 post.	130-5-155-EB-7-190-EB-8-230-10-240	Special pay to be continued.

88	Gauge Reader	..	1	91-3-130-4-170	130-5-155-EB-7-190-EB-8-230-10-240
89	Tracer	..	14	91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240
90	Typist	..	24	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
91	Assistant Storekeeper	..	1	91-3-130-EB-4-150	130-5-155-EB-7-190-EB-8-230-10-240
92	Junior Clerk	..	289	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
93	Supervisor (Junior Clerk) for traffic working	..	12	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240
94	Godown Keeper	..	11	91-3-130-4-150	130-5-155-EB-7-190-EB-8-230-10-240
95	Warehouse keeper	..	2	90-5/2-105-10/2-145	130-5-155-EB-7-190-EB-8-230-10-240
96	Checker	..	4	90-5/2-105-10/2-145	130-5-155-EB-7-190-EB-8-230-10-240
97	Gunner	..	8	55-3-85-4-105-EB-5-120 (pre-revised)	130-5-155-EB-7-190-EB-8-230-10-240
98	Blacksmith	..	2	(i) 105-5/2-135 (ii) 80-1-85-4-105-5-115	125-4-145-EB-5-165-7-200 125-3-140-EB-4-160
99	Tandel-cum-Succani	..	1	105-5/2-135	125-4-145-EB-5-165-7-200
100	Blacksmith, Fitter and Mistry	..	2	105-5/2-135	125-4-145-EB-5-165-7-200
101	Plumber	..	1	105-5/2-135	125-4-145-EB-5-165-7-200
102	Sarang and Driver	..	1	105-5/2-135	125-4-145-EB-5-165-7-200
103	Rolling Stock Mechanic	..	1	105-5/2-135	125-4-145-EB-5-165-7-200
104	Second Engine Driver	..	5	(i) 100-5/2-120 (ii) 105-5/2-135	125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200
105	Mason	..	1	85-5/2-90-EB-5/2-100-7/2-135	125-4-145-EB-5-165-7-200
106	Carpenter	..	3	(i) 85-5/2-90-EB-5/2-100-7/2-135 (ii) 80-1-85-4-105-5-115	125-4-145-EB-5-165-7-200 125-4-145-EB-5-165-7-200
107	Compounder	..	3	(i) 91-3-130 (ii) 46-3-85 (pre-revised)	130-5-155-EB-7-190-EB-8-230-10-240 130-5-155-EB-7-190-EB-8-230-10-240

DIRECTORATE OF PORTS—Contd.

1	2	3	4	5	6
			Rs.	Rs.	
108	Assistant Gunner	..	1 80-5/2-100-EB-3-135	125-4-145-EB-5-165-7-200	
109	Shunting Engine Driver	..	4 75-10/2-100 (pre-revised)	125-4-145-EB-5-165-7-200	
110	Trailer Pump Operator	..	4 35-1-50-2-60 (pre-revised)	110-3-140	
111	Oilman	..	114 (i) 95-1/2-105 (ii) 65-1-75-EB-1-85-4-105 (iii) 65-1/2-70 (iv) 65-1/2-70 (v) 30-2/2-40 (pre-revised) (vi) 30/- fixed (vii) 30-3/2-40 (viii) 30-3/2-36 (ix) 30-1/2-40	110-3-140 110-3-140 110-3-140 90-2-110 90-2-110 90-2-110 90-2-110 90-2-110 90-2-110	
112	Greaser	..	9 (i) 95-1-105 (ii) 75-3-81-4-105 (iii) 30-3/2-35 (pre-revised) (iv) 40-3/2-60 (pre-revised) (v) 30-2/2-35	110-3-140 110-3-140 90-2-110 110-3-140 90-2-110	
113	Leadsmen	..	2 (i) 80-5/2-100-5-105 (ii) 65-1-75-EB-1-85-4-105	110-3-140 110-3-140	
114	2nd Tindal	..	1 (i) 80-5/2-100-5-105 (ii) 45-3/2-60	110-3-140 110-3-140	
115	Deckhand	..	4 75-1-85	100-3-130	
116	Stocker	..	3 (i) 75-2/2-85 (ii) 30-3/2-40 (pre-revised) (iii) 25-3/2-35 (pre-revised)	100-3-130 90-2-110 90-2-110	
117	Pump man	..	7 (i) 75-3-81-4-105 (ii) 105-5/2-135	110-3-140 125-4-145-EB-5-165-7-200	
118	Naik	..	6 70-1-80	90-2-110	

To be given special pay
of Rs. 5/- p.m.

119	Peon	..	122	65-1/2-70	90-2-110
120	Chowkidar	..	147	(i) 65-1/2-70 (ii) 22/- fixed (pre-revised) (iii) 22-1/3-25 (pre-revised)	90-2-110 90-2-110 90-2-110
121	Watchman	..	9	(i) 65-1/2-70 (ii) 25-2/2-35 (pre-revised)	90-2-110 90-2-110
122	Assistant Trademan	..	41	(i) 65-1-75-EB-1-85 (ii) 30/- fixed (pre-revised) (iii) 65-1/2-70	100-3-130 90-2-110 90-2-110
123	Muccadam	..	7	(i) 65-1/2-70 (ii) 40-3/2-50 (pre-revised)	90-2-110 100-3-130
124	Mazdoor	..	77	65-1/2-70	90-2-110
125	Hamal	..	2	(i) 65-1/2-70 (ii) 22-1/3-25 (pre-revised)	90-2-110 90-2-110
126	Khalasi	..	391	(i) 65-3/2-80 (ii) 95-1-105 (iii) 62-1/2-65-EB-1-70 (iv) 60-2/2-70 (v) 65-1-75 (vi) 65-2/2-75 (vii) 65-1/2-80 (viii) 27/- fixed (pre-revised) (ix) 25-3/2-35 (pre-revised) (x) 30-3/2-40 (xi) 30-2/2-40	100-2-110 100-2-110 100-2-110 100-2-110 100-2-110 100-2-110 100-2-110 100-2-110 100-2-110 100-2-110 100-2-110
127	Fire Fighter	..	6	65-1/2-70	90-2-110
128	Apprentice	..	13	65-1/2-70	90-2-110
129	Workshop Assistant	..	2	65-1/2-70	90-2-110
130	Table Boy	..	2	65-1/2-70	90-2-110
131	Telephone Attendant	..	2	(i) 65-1/2-70 (ii) 22-1/3-25	90-2-110 90-2-110

DIRECTORATE OF PORTS—Contd.

1	2	3	4	5	6
132	Pointsman	..	5 (i) 65-1/2-70 (ii) 22-1/3-25	90-2-110 90-2-110	
133	Signalman	..	4 (i) 65-1/2-70 (ii) 22-1/3-25	90-2-110 90-2-110	
134	Switch-Board Attendant	..	4 65-1-75-EB-1-85	100-3-130	
135	Helper to Mason	..	1 (i) 65-1/2-70 (ii) 25-2/2-35	90-2-110 90-2-110	
136	Cleaner	..	14 (i) 65-1/2-70 (ii) 22-1/2-25 (iii) 22/- fixed (pre-revised)	90-2-110 90-2-110 90-2-110	
137	Sweeper	..	61 (i) 65-1/2-70 (ii) 22/- fixed (pre-revised) (iii) 22-1/3-25 (pre-revised)	90-2-110 90-2-110 90-2-110	
138	Helper to Turner/Fitter	..	2 (i) 65-1-75-EB-1-85 (ii) 30-3/2-50 (pre-revised)	100-3-130 100-3-130	
139	Blower	..	1 (i) 65-2/2-75 (ii) 30-3/2-40 (pre-revised)	100-2-110 100-2-110	
140	Assistant Fitter	..	1 (i) 65-1-75-EB-1-85 (ii) 30-3/2-60 (pre-revised)	100-3-130 100-3-130	
141	Boatman	..	2 65-1/2-70	100-2-110	
142	Boy	..	70 (i) 65-1/2-70 (ii) 30-3/2-90	90-2-110 90-2-110	
143	Fireman	..	109 (i) 65-2/2-80 (ii) 65-1-75-EB-1-85 (iii) 65-1/2-70	100-2-110 100-3-130 90-2-110	
144	Trimer	..	45 65-1/2-70	90-2-110	

145	Succani	..	45	(i) 65-1-75 (ii) 65-1-75-EB-1-85-4-105 (iii) 30-1-40-EB-1-60 (pre-revised) (iv) 35-3/2-45 (pre-revised) (v) 30-1/2-40 (pre-revised)	100-2-110 100-3-130 100-3-130 100-2-110 100-2-110
146	Tindcl	..	203	(i) 65-1-75-EB-1-85-4-105 (ii) 95-3-110 (iii) 80-5/2-100-100-EB-3-103-4-135 (iv) 65-1-75-EB-4-79-6-115-10-125 (v) 75-3-81-4-105 (vi) 40-5/2-60 (pre-revised) (vii) 105-5/2-135 (viii) 60-5/2-90 (pre-revised)	110-3-140 125-3-140-EB-4-160 125-3-140-EB-4-160 125-3-140-EB-4-160 110-3-140 110-3-140 125-3-140-EB-4-160 125-3-140-EB-4-160
147	Seaman	..	614	(i) 65-1-75-EB-1-85 (ii) 65-1-75 (iii) 65-1/2-70 (iv) 30/- fixed	100-3-130 90-2-110 90-2-110 90-2-110
148	Topas	..	3	(i) 65-1/2-70 (ii) 22-1/3-30 (iii) 57-1/3-65	90-2-110 90-2-110 90-2-110
149	Lascar (12 monthly)	..	4	65-1/2-70	90-2-110
150	Lascar (10 monthly)	..	1	65-1/2-70	90-2-110
151	Lascar (9 monthly)	..	4	65-1/2-70	90-2-110
152	Paggy	..	12	65-1/2-70	90-2-110
153	Helper to Carpenter	..	1	(i) 65-1/2-70 (ii) 25-3/2-35 (pre-revised)	90-2-110 90-2-110
154	Sealman	..	1	(i) 65-1/2-70 (ii) 25-2/2-35 (pre-revised)	90-2-110 90-2-110
155	Port Supervisor	..	2	65-1/2-70	90-2-110
156	Line Guard	..	1	65-1-75-EB-1-85	100-3-130

DIRECTORATE OF PORTS—*Concl'd.*

1	2	3	4	5	6
			Rs.	Rs.	
157	Attendant	..	2 80/- consolidated.	100/- consolidated.	
158	Darwan	..	2 60-2/2-70	90-2-110	
159	Boy Khalasi	..	7 60-2/2-70	90-2-110	
160	1st Stocker	..	1 40-3/2-50 (pre-revised)	100-3-130	
161	Khansama	..	1 40-5/2-60 (pre-revised)	100-3-130	
162	Brahmin cook	..	2 (i) 35-3/2-45 (pre-revised) (ii) 65-1/2-70	90-2-110 90-2-110	
163	Puggy Jamadar	..	1 35-3/2-45 (pre-revised)	100-2-110	
162	2nd Stocker	..	4 30-2/2-40 (pre-revised)	90-2-110	
165	Water-stand-Post Attendant	..	3 (i) 30-2/2-35 (pre-revised) (ii) 30-3/2-35 (pre-revised)	90-2-110 90-2-110	
166	Helper to Plumber	..	1 (i) 30-2/2-40 (pre-revised) (ii) 30-2/2-35 (pre-revised)	90-2-110 90-2-110	
167	Petroller	..	2 30-2/2-35 (pre-revised)	90-2-110	
168	Helper to Mason	..	60-2/2-70	90-2-110	
169	Store Coolie	..	30-3/2-35 (pre-revised)	90-2-110	

SECTION 7—OFFICE OF THE CONTROLLER OF ACCOMMODATION

All the posts in the office of the Controller of Accommodation are manned by persons drawn from the Revenue Department or Secretariat Department. There are thus no posts peculiar which require consideration for recommending revised pay scales. The revised pay scales recommended have been mentioned in the departmental schedule.

SCHEDULE
OFFICE OF THE CONTROLLER OF ACCOMMODATION

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Controller of Accommodation	1	(370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
2	Accommodation Officer	..	365-20-445-EB-20-625-25-650	350-20-450-EB-25-525-30-675-EB-35-850	
3	Compensation Officer	..	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
4	Head Clerk to the Controller of Accommodation	1	(245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
<i>Non-Gazetted</i>					
5	Deputy Accountant	..	1 180-10-245	250-12-310-EB-15-370	
6	Inspector	..	4 160-5-190	200-10-250-EB-12-310	
7	Head Clerk	..	1 145-8-185-10-215	200-10-250-EB-12-310-15-340	
8	Ledger Keeper	..	1 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
9	Cashier	..	1 91-3-130-EB-4-170 + special pay as per rules	130-5-155-EB-7-190-EB-8-230-10-240	
10	Clerk and typist	..	10 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
11	Peon	..	4 65-1/2-70	90-2-110	

CHAPTER XIV

REVENUE DEPARTMENT

SECTION 1—DISTRICT ORGANISATION (COLLECTORATES)

The Revenue Department is one of the oldest Departments of Government. The traditional functions of land regulation and collection of revenue and their concomitants have extended to cover a much wider sphere of activity including the maintenance of law and order, discharge of magisterial and general executive functions etc. The head of the Revenue administration at the district is the Collector. The posts of Collectors are held by the officers of the Indian Administrative Service.

The pay scales of the important categories of posts in the Revenue Department are discussed below :

(i) Deputy Collector (Rs. 370-1100)

Appointment to the posts on this cadre is made either by promotion of Mamlatdars or by direct selection of Graduates through a competitive examination held by the Public Service Commission in the ratio of 50 : 50. Deputy Collectors are appointed as Prant Officers in charge of Revenue Sub-Divisions consisting of two or more talukas and also work as Sub-Divisional Magistrate. Formerly these posts were distributed over two grades : grade I (Rs. 795-40-875-50-975) and grade II (Rs. 425-30-575-EB-30-665-35-735). The two were amalgamated into a running scale of Rs. 420-30-510-35-755-EB-40-875-45-1100 (Probation Rs. 370) with effect from 1st April 1963. This incidentally had an element of upward revision also. A large number of officers of this cadre have represented to the Commission seeking a revision of the scale on the ground that the Deputy Collectors discharge responsibilities of an onerous and variegated nature and are called upon to man several posts of other Departments bearing special responsibilities. They have also asked for shortening their scale to ten years. They have accordingly asked for a scale of Rs. 600-50-1000-EB-75-1450.

The Revenue Secretary who gave evidence before the Commission put forward the following considerations in favour of a revision of the scale of Deputy Collectors :—

- (1) Good quality recruits from Gujarat are not attracted to this service presumably because the scales of pay are not attractive;
- (2) the Deputy Collectors are eligible for promotion to the promotion quota of posts with I.A.S. and therefore the calibre of recruits at the level of Deputy Collectors should be comparable to the superior services;
- (3) A large number of Deputy Collectors are drafted for manning posts requiring general administrative personnel in other Departments;
- (4) The posts carry multifarious duties of an executive, administrative and *quasi-judicial* or judicial nature and hence these posts should be treated as a class by themselves.

The Revenue Department has proposed the scale of Rs. 500-30-680-EB-40-920-EB-50-1120.

The Commission agrees that the starting salary and the maximum should be such as would attract talented young men seeking a career in Government service. The length of the scale for the post should be not less than 18 years in view of the high proportion of direct recruitment made. The Commission therefore recommends the scale of Rs. 500-30-620-EB-40-820-45-1000-EB-50-1250 for the posts of Deputy Collectors.

(ii) Mamlatdar (Rs. 280-735)

Appointment to the post of Mamlatdar is made either by promotion of Aval Karkuns or by direct recruitment through a competitive examination conducted by the Public Service Commission

in the ratio of 50:50. The Mamlatdars are appointed as Revenue Officers in charge of Talukas and they assist the Prant Officers and Collectors in the revenue administration. They are mainly responsible for the collection of revenue and maintenance of village records. They also discharge the functions of the Executive Magistracy. Posts of Mamlatdars were formerly on two different grades (1) Rs. 320-15-395 and (2) Rs. 410-15-470 with a selection grade of Rs. 490-20-570. These different grades have been merged into a running scale of Rs. 280-15-385-20-485-EB-20-585-EB-25-735 (Probation Rs. 245) with effect from 1st April 1963. Several incumbents of the posts of Mamlatdars have contended that unlike Class II officers of other Departments their duties and responsibilities cover a wider range of activities and any equation in the matter of pay scales with other Class II posts was not justified. They have asked for a scale of Rs. 500-30-650-40-850. The Revenue Secretary also pointed out the wide range of activities of a Mamlatdar. The Revenue Department has proposed the scale of Rs. 300-20-420-EB-25-570-EB-35-780.

Looking to the recruitment qualification and the channel of promotion the Commission considers that the equation of the posts of Mamlatdars with class II posts of other services is essentially fair. Broad parities in the levels of remuneration are desirable at this level since any evaluation of responsibilities with a view to mark out differences in the content and quantum of responsibility cannot yield meaningful results. The Commission therefore recommends the scale of Rs. 350-20-450-EB-25-525-30-675-EB-35-850 for the posts. The Commission hopes that the elimination of the probationary stages below the minimum of the time scale and the improved starting salary would help in attracting recruits of high calibre. The existing scale is very long and there have been several representations made to the Commission seeking a reduction in its length. The new scale proposed is considerably shorter while being appropriate to the needs of the posts to which it is recommended.

(iii) **Mahalkaris (Rs. 205-280)**

The Mahalkaris are the officers in charge of Mahals and exercise all the functions of Mamlatdars within their territorial jurisdiction. These posts are filled on promotion of Aval Karkuns. The Government have taken a decision to abolish this cadre and in pursuance thereof have provided for a special pay of Rs. 30/- per month to Aval Karkuns appointed as Mahalkaris. However, Mahalkaris absorbed as such continue on the scale of Rs. 205-10-265-15-280. In view of the fact that the cadre of Mahalkaris is virtually non-existent the Commission is not required to make any special recommendation regarding their pay scales. However, in the case of those who have been absorbed as Mahalkaris the Commission proposes a scale of Rs. 250-12-310-EB-15-400-20-420. In other cases the system of grant of special pay over and above the scale for Aval Karkuns may continue; the rate of special pay may however be enhanced to Rs. 40/-.

(iv) **Aval Karkun (Rs. 145-185) (Rs. 145-215)**

The posts of Aval Karkuns represent a crucial level in the hierarchy of the Revenue Department. Appointment to the post is made on promotion of clerks who have passed the Revenue Qualifying Examination or by direct selection of graduates through the Public Service Commission in the ratio of 2:1. Several district Associations of Revenue subordinate staff have claimed that the duties of the post of an Aval Karkun are more onerous and complex than of senior clerks or even head clerks and hence the pay scale should be revised commensurate with their responsibilities. The pay scales asked for by different district Associations range from Rs. 210-560 to Rs. 325-830. These Associations have also recommended the unification of the two grades of pay now in existence on the ground that the nature of work and responsibility of both the grades is identical. A selection grade over and above the unified scale has also been asked for on grounds of limited avenues of promotion. The Revenue Secretary endorsed the suggestion for a running scale instead of the separate scales for the two grades. He pointed out that as a result of the short span of the scale for the lower grade and the fewer posts on the higher grade a large number of Aval Karkuns stagnate at the maximum of the lower scale. He also observed that in view of the executive and judicial functions exercised by the Aval Karkuns equation of these posts with senior clerks is not justified though the starting pay may be the same as of senior clerks.

The Revenue Department has proposed a scale of Rs. 175-10-255-EB-15-360. The Commission has given careful thought to the view of the Secretary. Having regard to the mode of initial recruitment to these posts the Commission feels that the starting salary should be the same as in the case of Senior Clerks and other posts of corresponding level. The posts of Aval Karkuns however require to be distinguished by granting a higher maximum both in view of the inherent nature of responsibilities and proper relativity with the gazetted posts of Mamlatdars. The Commission also accepts the validity of the arguments in favour of the integration of the two grades in the cadre of Aval Karkuns. In the circumstances the Commission proposes the scale of Rs. 200-10-250-EB-12-310-15-340 for the posts of Aval Karkuns. The Commission does not propose a selection grade as asked for by the district Associations of revenue subordinate staff mainly because the unification of the two grades would provide necessary relief to a large number of Aval Karkuns and also because the prospects of further promotion available to this cadre do not compare unfavourably with similar prospects open to ministerial staff in several other Departments.

(v) **Gram Sevaks** (Rs. 100-180)

The posts of Gram Sevaks, except those in the Dangs and Gandhinagar districts, have been transferred to the Panchayats. The posts are filled by selection of candidates who have passed the S. S. C. Examination or have passed the Vernacular Final Examination and have successfully undergone the Diploma course in Agriculture. Considering the nature of their duties and responsibilities the Commission recommends the scale of Rs. 135-5-155-EB-7-190-EB-8-230-10-250.

(vi) **Circle Inspector** (Rs. 91-170)

The Circle Inspectors are required to supervise the working of village officers. According to the factual information furnished by the Revenue Department the basic qualification prescribed for the post is S.S.C. and the posts are filled by selection of clerks with the training in outdoor duty. The scale of pay of the post is the same as that of clerks. This equation appears fair and therefore the Commission recommends the scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 for the post of Circle Inspector.

(vii) **Talati** (Rs. 80-115)

The posts of Talatis, except those in the Dangs district, have been transferred to the Panchayats. The posts are filled by direct selection of candidates who have passed the Vernacular Final Examination. The principal duties of the Talati are the collection of land revenue, maintenance of revenue accounts and the maintenance of revenue records of the village. These posts may be put on a scale of Rs. 125-3-140-EB-4-160.

SCHEDULE
DISTRICT ORGANISATION—COLLECTORATES

Sr. No. 1	Designation of the post 2	No. of posts 3	Existing time scale of pay 4	Recommended time scale of pay 5	Remarks 6
	<i>Gazetted</i>		Rs.	Rs.	
1	Deputy Collectors	..	81 (370-395)-420-30-510-35-755-EB-40-875-45-1100	500-30-620-EB-40-820-45-1000-EB-50-1250	
2	Mamlatdars	..	337 (245-260)-280-15-385-20-485-EB-20-585-EB-25-735	350-20-450-EB-25-525-30-675-EB-35-850	
	<i>Non-Gazetted</i>				
3	Mahalkaris	..	19 205-10-265-15-280	250-12-310-EB-15-400-20-420	
4	Stenographer, Grade II	..	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
5	Aval Karkun	..	1177 (i) 145-8-185-10-215 (ii) 145-8-185	200-10-250-EB-12-310-15-340	
6	Gram Sevaks	..	30 100-3-130-EB-3-136-4-160-5-180	135-5-155-EB-7-190-EB-8-230-10-250	
7	(i) Circle Inspector (ii) Clerks/Typists	.. ..	321 91-3-130-EB-4-170 2381 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240 130-5-155-EB-7-190-EB-8-230-10-240	
8	Talatis (Dangs district)	..	25 80-2-100-EB-3-103-4-115	125-3-140-EB-4-160	
9	Havaldar	..	75-1-85	100-3-130	
10	Naik	..	70-1-75	90-2-110	To be given special pay of Rs. 5/-p.m.
11	Peons	..	1512 65-1/2-70	90-2-110	
12	Attendants	..	302 80/-consolidated	100/-consolidated	

SECTION 2—GUJARAT REVENUE TRIBUNAL

The gazetted post of Registrar in the Gujarat Revenue Tribunal is filled by drawing an officer from the cadre of Deputy Collector. He will therefore draw the pay scale recommended for the post of Deputy Collector. The post carries a special pay of Rs. 100/- per month. The Commission considers that the continuance of the special pay is not justified and recommends that it may be discontinued. The office staff of the Tribunal comprises of all common categories and there are no peculiar posts which require to be specifically discussed for the purpose of revised pay scales.

SCHEDULE

GUJARAT REVENUE TRIBUNAL

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
<i>Gazetted</i>					
1	Registrar	..	1 (370-395)-420-30-510-35-755-EB-40-875-45-1100 + special pay of Rs. 100/-p.m.	500-30-620-EB-40-820-45-1000-EB-50-1250	Special pay to be discontinued.
<i>Non-Gazetted</i>					
2	Stenographer, Grade I	..	3 225-10-275-15-395-EB-15-470	325-15-400-EB-20-500-EB-25-575	
3	Stenographer, Grade II	..	1 180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
4	Head Clerk	..	1 165-8-245	250-12-310-EB-15-370	
5	Senior Clerks	..	4 145-8-185	200-10-250-EB-12-310	
6	Librarian	..	1 105-4-165-EB-5-215	General scale for Librarian	
7	(i) Clerks	..	11 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
	(ii) Typists	..	2 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
8	(i) Daftari	..	1 70-1-80	100-3-130	To be given special pay of Rs. 5/-p.m.
	(ii) Naik	..	1 70-1-80	90-2-110	
9	Peons	..	9 65-1/2-70	90-2-110	

SECTION 3—LAND RECORDS DEPARTMENT

The Land Records Department is the centre of all activities—technical as well as non-technical for devising policy and procedure for the fixation of assessment. It also functions in an advisory role on all technical matters connected with survey, classification and settlement of land, consolidation of land etc. The Settlement Commissioner and Director of Land Records, who is the head of Department, is an officer of the I. A. S.

The pay scales of important categories of posts in the Department are discussed below.

(i) Deputy Director of Land Records (Rs. 1100-1300)

The post of Deputy Director of Land Records is filled on promotion of the incumbents of the post of Superintendent of Land Records. The Deputy Director is expected to assist the Settlement Commissioner and Director of Land Records mainly in the sphere of consolidation of land holdings. The post, the Commission is informed, has been vacant since 1st May 1960. In keeping with the principle of broad-banding of posts at higher levels the Commission recommends the scale of Rs. 1100-50-1200-60-1500 for this post.

(ii) Superintendent of Land Records (Rs. 425-735)

Appointment to the post is made by promotion of District Inspector of Land Records. The jurisdiction of the Superintendent extends to six or seven districts and his main duty is to advise the Revenue and other authorities on questions relating to survey, classification, settlement, Record of Rights and consolidation of Holdings. The Settlement Commissioner has proposed a scale a Rs.550-50-1250. The Revenue Department has recommended the scale of Rs. 500-30-680-EB-40-920-EB-50-1120 for these posts. The Land Records Gazetted Officers' Association has also represented that the post be equated to that of Deputy Collector and has suggested the scale of Rs. 650-40-1050-EB-50-1300.

A comparison with the posts of Deputy Collectors solely on the basis of the revenue functions which the incumbents of such posts are expected to discharge will be unrealistic inasmuch as even within their sphere of duty as revenue officials the duties of the Deputy Collectors cover a much wider range of functions. Besides while determining the pay scales of the cadre of Deputy Collectors the fact that those appointed to the cadre are not exclusively to be deployed in the sphere of revenue administration but are likely to be called upon to shoulder responsibilities of a general administrative nature in a number of Departments, has to be taken into account. The Considerations that have weighed with the Commission in determining the pay scale for the posts of Deputy Collectors can thus not be said to be valid in the context of determining the pay scales for the post of the Superintendent of Land Records. The fact that Deputy Collectors used to hold these posts in the past by itself cannot be a justification for parity in pay scales. In the circumstances the Commission considers that the scale of Rs. 500-30-650-EB-35-825-EB-40-905-45-950 would be adequate in keeping with the duties and responsibilities of the post. The same scale may apply to the posts of Assistant Settlement Commissioner, Special Superintendent of Land Records and Consolidation Officer in the same cadre.

(iii) District Inspector of Land Records (Rs. 410-470) and other posts in the same cadre (Rs. 320-395)

The posts are filled by promotion from among the subordinate staff of the Department and by direct recruitment. The District Inspector is a custodian of all land records pertaining to the district. He is also a technical assistant to the District Collector on questions relating to survey, classification, settlement and maintenance of up-to-date records. The duties of the posts thus involve extensive supervision and field work. The Settlement Commissioner has proposed a running scale of Rs. 400-900 covering both the grades. The proposal for integration of grades seems to have been motivated by the fact that a similar integration had taken place in respect of the cadre of Mamlatdars. Additionally the difficulty of obtaining of direct recruits at this level

seems to have weighed with the Department in making this proposal. To the extent that the duties and responsibilities of posts in the two grades are identical and prospects of advancement for the non-gazetted cadres and those in the lower grade would improve the integration of grades would be of advantage. The demand for parity with the scales of Mamlatdars which has been strenuously urged is however unacceptable to the Commission. The Commission considers that the nature and complexity of responsibility of the post of a Mamlatdar would justify a differential treatment. For the post of District Inspector the Commission therefore recommends the scale of Rs. 350-20-450-EB-25-650 covering both the existing grades.

(iv) Group I among Class III posts comprising the posts of Assistant District Inspector of Land Records, City Survey Superintendent and Assistant Office Superintendent (Rs. 205-280)

Posts in Group I are promotion posts for those in Group II and the incumbents of these posts are eligible for promotion to the posts of District Inspector of Land Records. These are non-gazetted supervisory posts and the incumbents are candidates who have passed the land records qualifying examination. The Settlement Commissioner has proposed a scale of Rs. 300-25-500 for this group of posts. The Revenue Department has recommended the scale of Rs. 250-15-325-20-385. The Land Records Class III Servants' Association has asked for a pay scale of Rs. 365-25-640 and sought equation in the matter of pay scale with Mahalkaris in the Revenue Department and the Superintendent in the Sachivalaya. The Settlement Commissioner has also pointed out that the prospects of promotion to gazetted levels are severely restricted. Having regard to the internal vertical relativities that exist in the Department the Commission feels that for this group of posts the scale of Rs. 250-12-310-EB-15-400-20-420 would be appropriate. The Commission is unable to accept the Head of the Department recommendation for integration of the posts in this and the next lower group in order to improve the prospects of promotion for the two groups below, in view of the fact that the responsibilities of posts in Group I are of a significantly higher order as compared to Group II and hence Group I should rightfully serve as a level of promotion.

(v) Group II comprising posts of Junior Accountant, Head Clerk, Shirastedar, Head Surveyor/Headquarters Assistants (Rs. 145-215) (Rs. 145-185)

Promotion to this group of posts is made from those in the next lower group who have passed the land records qualifying examination. The duties of the posts involve supervision and test checking of the work done by lower staff. The Land Records Staff Association has asked for the amalgamation of Groups II and III in order to improve the prospects of advancement for Group IV. The Settlement Commissioner to whom this suggestion was put however was not in favour of it. He explained that Group II contains exclusively those who have passed the land records qualifying examination while group III contains also those who are not similarly qualified. He proposed a scale of Rs. 250-385 for this group. The Commission recommends the scale of Rs. 200-10-250-EB-12-310-15-340 for posts in the group except those of senior clerks to whom the common scale for senior clerks would be applicable.

(vi) Group III Nimtandars (Rs. 115-180) etc.

The posts are supervisory posts and are filled by promotion from group IV including the lower clerical cadre. Their functions include test check of work done by surveyors, maintenance of C. T. S. records etc. The Settlement Commissioner has recommended the scale of Rs. 175-10-255-EB-15-360. The Gujarat Land Records Class III Servants' Association has suggested the scale of Rs. 180-10-240-EB-15-285-20-345. Having regard to the duties and the vertical relativity of the posts in the department's cadres the Commission recommends the scale of Rs. 175-8-215-EB-10-275. The post of Boundary Inspector is also included in this group as recommended by the Settlement Commissioner.

(vii) Group IV Surveyors (Rs. 91-170)

The posts are filled by direct selection of candidates who have passed the S. S. C. Examination. These are primary posts in the Department and the incumbents have to prepare maps and carry out original survey. The Settlement Commissioner has recommended the scale of Rs. 145-5-170-6-200-EB-8-280. The Gujarat Land Records (Class III) Servants' Association has suggested the scale of Rs. 125-5-145-8-185-EB-10-265-EB-15-340. Since the qualification prescribed is S. S. C. and as the duties involve routine work, the Commission recommends the scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 for these posts.

(viii) Special Pays

The post of Assistant Settlement Commissioner, which is in the cadre of Superintendents of Land Records, carries a special pay of Rs. 100/- per month on the ground of special responsibilities attached to work at the Headquarters office. The Commission has already recommended the abolition of all special pays sanctioned to personnel on the ground that they are posted at the office of the Head of the Department. The special pay in the instant case may be discontinued. The special pay of Rs. 30/- per month to the Office Superintendent who is borne on the cadre of District Inspectors of Land Records is similarly recommended to be abolished. The Shirastedar in the City Survey Office, Baroda, is given a special pay of Rs. 10/- per month for doing responsible work while being on the grade of maintenance surveyor. The Commission does not consider the special pay justified and recommends its abolition.

Surveyors who work with Theodolite and Plane-Table and Enquiry Surveyors in city surveys get a special pay of 20% of pay. The Department has proposed the retention of these special pays on the ground that the duties are of an arduous and exacting nature. The Commission considers that the special pay is justified in the case of Surveyors doing Theodolite and Plane-Table work in view of the arduousness of work and the need for accuracy and precision. In the place of the special pay as a percentage of the pay the Commission recommends a fixed special pay of Rs. 20/- per month. The grant of special pay for enquiry surveyors is not justified and may be discontinued. The special pay for the Head Surveyor for supervision over the other staff may also be discontinued.

Head Surveyors, Nimtandars, Classers and Surveyors working in Kutch are given a special pay of Rs. 20, 17.50 and 15 respectively per month. The Settlement Commissioner justified the special pays and recommended increase in the rates on the ground that the Department had difficulties in recruiting staff for work in Kutch on account of lack of facilities. The Commission is unable to accept this as sufficient ground for grant of special pay. The Revenue Secretary has also pointed out that the mere fact of posting in Kutch district would not justify the special pay. The Commission accordingly recommends the abolition of the special pays admissible in all these cases.

SCHEDULE

LAND RECORDS DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>				
1	Settlement Commissioner and Director of Land Records	1	Cadre post	Cadre post	
2	Deputy Director of Land Records	1	1100-1100-40-1300	1100-50-1200-60-1500	
3	Assistant Settlement Commissioner and Director of Land Records	1	425-30-575-EB-30-665-35-735 (+ special pay of Rs. 100/-p.m.)	500-30-650-EB-35-825-EB-40-905-45-950	Special pay to be discontinued.
4	Special Superintendent, Land Records	2	425-30-575-EB-30-665-35-735	500-30-650-EB-35-825-EB-40-905-45-950	
5	Superintendent and Special Superintendent of Land Records	4	425-30-575-EB-30-665-35-735	500-30-650-EB-35-825-EB-40-905-45-950	
6	Consolidation Officer	6	425-30-575-EB-30-665-35-735	500-30-650-EB-35-825-EB-40-905-45-950	
7	District Inspector of Land Records	18	(i) 410-15-470 (ii) 320-15-395	350-20-450-EB-25-650	
8	Special District Inspector of Land Records	3	(i) 410-15-470 (ii) 320-15-395	350-20-450-EB-25-650	
9	Survey Mamlatdar	4	(i) 410-15-470 (ii) 320-15-395	350-20-450-EB-25-650	
10	City Survey Mamlatdar	1	(i) 410-15-470 (ii) 320-15-395	350-20-450-EB-25-650	
11	Superintendent, City Survey	1	(i) 410-15-470 (ii) 320-15-395	350-20-450-EB-25-650	

12	Office Superintendent	..	2	320-15-395 (+ special pay of Rs. 30/-p.m.)	350-20-450-EB-25-650	Special pay to be discontinued.
13	Assistant Consolidation Officer	..	29	320-15-395	350-20-450-EB-25-650	
	<i>Non-Gazetted</i>					
14	Assistant District Inspector of Land Records	..	2	205-10-265-15-280	250-12-310-EB-15-400-20-420	
15	City Survey Superintendent	..	2	205-12-265-15-280	250-12-310-EB-15-400-20-420	
16	Assistant Office Superintendent	..	1	205-10-265-15-280	250-12-310-EB-15-400-20-420	
17	Boundary Inspector	..	1	195-10-255	175-8-215-EB-10-275	
18	Stenographer	..	1	180-10-280-15-340	250-12-310-EB-15-400-EB-20-460	
19	Headquarter Assistant	..	1	145-8-185-10-215	200-10-250-EB-12-310-15-340	
20	Junior Accountant	..	1	145-8-185-10-215	200-10-250-EB-12-310-15-340	
21	Head Clerk/Shirastedar and Head Surveyor	..	11 9	145-8-185-10-215 145-8-185-10-215 (+ special pay of Rs. 20/-p.m. in Kutch area)	200-10-250-EB-12-310-15-340 200-10-250-EB-12-310-15-340	Special pay to be discontinued.
22	Senior Clerk and Head-quarters Assistant	..	55	145-8-185	200-10-250-EB-12-310	
23	Supervisor	..	1	135-3-138-4-170	175-8-215-EB-10-275	
24	Head Record Keeper, Head Surveyor (City survey)	..	8	130-3-136-3-148-EB-4-180 (+ special pay of Rs. 30/-p.m.)	175-8-215-EB-10-275	Special pay to, be discontinued.
25	Nimtandar, Classifier and District Surveyor	..	149	(i) 115-3-130-4-150-EB-4-170-5-180 (ii) 115-3-130-EB-4-170 (+ special pay of Rs. 17.50/-p.m. in Kutch area to 29 persons)	175-8-215-EB-10-275	Special pay to be discontinued.
26	Maintenance Surveyor and Shirastedar	..	87	115-3-130-4-150-EB-4-170 (+ special pay of Rs. 10/-p.m. to one post)	175-8-215-EB-10-275	Special pay to be discontinued.

LAND RECORDS DEPARTMENT—Concl'd.

1	2	3	4	5	6
			Rs.	Rs.	
27	Surveyor (all categories)	..	926 91-3-130-EB-4-170 (i) + Special pay 20% of pay to Theodolite, Plane Table and Enquiry Surveyors in City Survey (42 posts) (ii) + Special pay of Rs. 15/-p.m. to Surveyors in Kutch (85 posts)	130-5-155-EB-7-190-EB-8-230-10-240	(i) Those doing Theodolite and Plane Table work should get special pay of Rs. 20/-p.m. (ii) Special pay to be discontinued
28	Clerk	..	248 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
29	Circle Inspector in Consolidation Branch	..	18 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
30	Typist	..	8 91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
31	Driver	..	2 (i) 105-4-145 (ii) 105-5/2-130	125-4-145-EB-5-165-7-200	
32	Havaldar	..	1 80-1-85	100-3-130	
33	Daftarbandh	..	15 70-1-85	100-3-130	
34	Roneo Operator	..	2 75-1-80	100-2-110	
35	Peon	..	205 65-1/2-70	90-2-110	
36	Watchman	..	5 65-1/2-70	90-2-110	
37	Process server	..	13 65-1/2-70	90-2-110	
38	Cleaner	..	1 65-1/2-70	90-2-110	
39	Attendant	..	388 80/-consolidated	100/-consolidated	

SECTION 4—STAMPS DEPARTMENT

The main function of the Stamps Department is the supply and sale of stamps and administration and implementation of the Stamps Act and Rules thereunder.

(i) Assistant Superintendent of Stamps (Rs. 320-470)

Appointment to this post is made by promotion from the cadres of Chief Inspector of Stamps, Inspector of Registration, Sub-Registrar, Grade I and subordinate staff of the Stamp office. The Assistant Superintendent carries out adjudication work for Ahmedabad city and conducts inspection in districts to ensure that documents are properly stamped. He is also responsible for the maintenance of Stores and Accounts. The Settlement Commissioner, who is also the head of the Stamps Department, has proposed a scale of Rs. 500-30-680-EB-40-920-EB-50-1120 on the basis of equation with the posts of Deputy Collectors. The Revenue Department has supported the proposal. The demand for parity with the pay scales of Deputy Collectors cannot be upheld either on grounds of fair internal relativity or any comparison in terms of duties and responsibilities. The custody of stamps of large value alone cannot justify such an equation. The Commission considers that a scale of Rs. 350-20-450-EB-25-650 will be adequate for the post.

(ii) Chief Inspector of Stamps (Rs. 280-400)

Appointment to the post is made by promotion from the cadres of Inspector of Stamps, Office Superintendent and Sub-Registrar Grade II. The Chief Inspector's main functions are to check evasion of stamp duties, to conduct inquiries, and to watch the implementation of the Stamp Act. The Revenue Department has recommended the scale of Rs. 300-780 for this post. To the extent that the posts of Chief Inspector, Inspector of Registration and Sub-Registrar Grade I form one promotion group from which promotion is available to the post of Assistant Superintendent of Stamps the Commission recommends that uniform scales for all these posts would be justified and proposes the scale of Rs. 325-15-400-EB-20-500-EB-25-575.

(iii) Inspector of Stamps (Rs. 170-250)

Appointment is made by promotion from the cadres of Head Clerks and Accountant. The Inspector assists the Chief Inspector of Stamps in his work and visits business and industrial concerns to guide the business community and conduct inquiries when evasion of tax is noticed. The Revenue Department has suggested the scale of Rs. 300-600 but in the context of the recommendations made for the higher posts the Commission recommends that the scale of Rs. 250-12-310-EB-15-370 should be adequate for this post. The duties of the post are of a routine nature and the scale of pay is not very different from that of Head Clerks and Accountants. The scales of these posts have been brought on par with other similar posts in other Departments. The Commission recommends the same scale for the posts of Inspectors of Stamps also since it need not exist as an intermediate level of promotion from Head Clerk and Accountant.

(iv) Stamp Vendors (Rs. 91-170)

The qualification for the Stamp Vendors is S. S. C. Stamp Vendors handle cash and valuable stamps and are required to furnish a security of Rs. 1500. Since the basic qualification is S. S. C. and the duties are generally routine, the Commission recommends the scale of Rs. 130-5-155-EB-7-190-EB-8-230-10-240 for the posts of Stamp Vendors.

SCHEDULE
STAMPS DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	Assistant Superintendent of Stamps	1	320-15-410-20-470	350-20-450-EB-25-650	
2	Chief Inspector of Stamps	1	280-15-400	325-15-400-EB-20-500-EB-25-575	
	<i>Non-Gazetted</i>				
3	Office Superintendent	1	250-10-300-15-330-20-370	325-15-400-EB-20-500-25-525	
4	Accountant	1	185-10-225	250-12-310-EB-15-370	
5	Head Clerk	1	185-10-225	250-12-310-EB-15-370	
6	Inspector of Stamps	4	170-10-250	250-12-310-EB-15-370	
7	Store-Keeper	1	145-8-185-10-215	200-10-250-EB-12-310-15-340	
8	Cashier	1	91-3-130-EB-4-170 + special pay of of Rs. 25/- per month.	130-5-155-EB-7-190-EB-8-230-10-240	
9	Clerk	5	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
10	Typist	1	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
11	Stamp Vendor	4	91-3-130-EB-4-170	130-5-155-EB-7-190-EB-8-230-10-240	
12	Naik	1	70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
13	Packer	1	70-1-80	100-2-110	
14	Peon	5	65-1/2-70	90-2-110	
15	Lascar	4	65-1/2-70	90-2-110	
16	Ramoshi	1	100/- consolidated	90-2-110	

SECTION 5—REGISTRATION DEPARTMENT

The Registration Department is primarily concerned with the statutory functions under the Indian Registration Act and also with the implementation of the provisions of the Stamps Act. The Settlement Commissioner and Director of Land Records functions as Inspector General of Registration in addition to his duties.

(i) **P. A. to Inspector General of Registration (Rs. 370-470)**

The duties of the P. A. to Inspector General of Registration require him to assist the Inspector General in discharge of his duties. In view of the fact that the post of Inspector General of Registration is held by the Settlement Commissioner a large part of administrative and inspection duties devolve on the P. A. The post of P. A. is filled on promotion of Inspectors of Registration. The Inspector General has pointed out that in view of the marginal difference in the pay scales of both the posts, Inspectors of Registration decline promotions. The Revenue Secretary has proposed that the posts of P. A. and those of Inspectors may be equated in order to improve the prospects of promotion of Sub-Registrars of the higher grade. However, looking to the existing promotion channels and the nature of the P. A.'s functions the Commission does not recommend such an equation. The pay scale of Rs. 350-20-450-EB-25-650 is considered fair and adequate for the post of P. A.

(ii) **Inspector of Registration (Rs. 290-430)**

The post is filled by promotion from the cadre of Sub-Registrars, Grade I. The Inspector is essentially an inspecting officer inasmuch as he inspects all the offices of Sub-Registrars to check evasion of Stamp duty and registration fees. This post can be treated to be on par with that of Chief Inspector of Stamps for which the scale of Rs. 325-15-400-EB-20-500-EB-25-575 has been recommended. The same scale is therefore recommended.

(iii) **Sub-Registrars (Rs. 285-300; Rs. 205-270) (Rs. 125-205; Rs. 125-180)**

At present, posts of Sub-Registrars are divided into four grades as shown below:—

Grade I	Rs. 285-10-315-15-390.
Grade II	Rs. 205-10-255-15-270.
Grade III	Rs. 125-5-165-EB-8-205.
Grade IV	Rs. 125-3-128-4-164-EB-4-180.

The posts in Grades I and II are promotion posts. The posts in Grade III are filled either by direct selection of candidates who are graduates or by promotion from Sub-Registrars Grade IV. Grade IV posts are filled on promotion of members of the lower staff. The main duty of Sub-Registrars is to register documents and to assess the stamp duty leviable under the law. The Settlement Commissioner and Director of Land Records has recommended the reduction of the number of grades to three by combining the lowest two grades. The Revenue Secretary has also proposed the reduction in the number of grades. With this end in view the Commission has proposed the integration of Grade III and Grade IV into a running scale of Rs. 200-10-250-EB-12-310. For Grade II the Commission recommends the scale of Rs. 250-12-310-EB-15-400-20-420. As indicated earlier the Commission proposes to equate the posts of Sub-Registrar Grade I, Inspector of Registration and Chief Inspector of Stamps and the same pay scale of Rs. 325-15-400-EB-20-500-EB-25-575 is therefore recommended for Grade I.

SCHEDULE
REGISTRATION DEPARTMENT

Sr. No.	Designation of the post	No. of posts	Existing time scale of pay	Recommended time scale of pay	Remarks
1	2	3	4	5	6
	<i>Gazetted</i>		Rs.	Rs.	
1	P.A. to Inspector General of Registration	1	370-20-470	350-20-450-EB-25-650	
	<i>Non-Gazetted</i>				
2	Inspector of Registration	4	290-20-430	325-15-400-EB-20-500-EB-25-575	
3	Sub-Registrar, Grade I	7	285-10-315-15-390	325-15-400-EB-20-500-EB-25-575	
4	Sub-Registrar, Grade II	29	205-10-255-15-270	250-12-310-EB-15-400-20-420	
5	Stenographer	1	145-8-185	250-12-310-EB-15-400-EB-20-460	If possessing requisite speed in shorthand and typing relating to Stenographer, Grade II.
6	Sub-Registrar, Grade III	57	125-5-165-EB-8-205	200-10-250-EB-12-310	
7	Sub-Registrar, Grade IV	30	125-3-128-4-164-EB-4-180	200-10-250-EB-12-310	
8	Clerk	112	91-3-130	130-5-155-EB-7-190-EB-8-230-10-240	
9	Leave Reserve Karkun	5	75/- fixed	125-3-140-EB-4-160	
10	Naik	1	70-1-80	90-2-110	To be given special pay of Rs. 5/- p.m.
11	Daftarband	2	70-1-85	100-3-130	
12	Peon	92	65-1/2-70	90-2-110	
13	Boy Peon	3	60/- fixed	90-2-110	
14	Attendant	44	80/- consolidated.	100/- consolidated.	

PART F

APPENDICES

- Appendix A.—Government Resolution, Finance Department, No. PDS-1665/12/CH, dated the 12th May 1966 (as amended) constituting Pay Commission and laying down its terms of reference.
- Appendix B.—Government Circular, Finance Department, No. PGR/1665/KHA/13/CH, dated the 4th August 1966 addressed to all Secretariat Departments and Heads of Departments.
- Appendix C.—Notification No. PAY/1066/1, dated the 14th October 1966 issued by the Pay Commission.
- Appendix D.—Letter No. Pay-1166/52, dated the 14th October, 1966, from Secretary, Pay Commission to all Secretaries to Government calling for information regarding staff.
- Appendix E.—Questionnaire issued by the Pay Commission.
- Appendix F.—Letter dated the 2nd January 1967 and Supplementary Questionnaire for Departments issued by the Pay Commission.
- Appendix G.—Check list of points for discussion with Heads of Departments.
- Appendix H.—List of points covered during discussions with Officials and Non-Officials.
- Appendix I.—List of Government Officials with whom the Commission held discussions.
- Appendix J.—List of Non-Officials with whom the Commission held discussions.
- Appendix K.—List of staff associations with whom the Commission held discussions.
- Appendix L.—Government letter, Finance Department, No. PAY/1666/3930/CH, dated 28th December 1966, addressed to the Pay Commission.
- Appendix M.—Government Circular, Finance Department, No. PGR/1667/(D)/87/CH, dated 23rd May, 1967.
- Appendix N.—Government letter, Finance Department, No. PDS/1667/958/CH, dated 23rd June, 1967, addressed to the Pay Commission.
- Appendix O.—The Pay Commission's letter No. PAY/1167/1126, dated the 26th July, 1967, addressed to the Additional Chief Secretary to Government, Finance Department.
- Appendix P.—The Pay Commission's letter No. PAY/1167/1122, dated 26th July, 1967 addressed to the Additional Chief Secretary to Government, Finance Department.
- Appendix Q.—D. O. Letter No. PGR/1667/46/212/CH, dated 28th July, 1967, from Shri F. N. Rana, the Additional Chief Secretary, Finance Department, addressed to all Secretaries to Government.
- Appendix R.—Government Letter, Finance Department, No. PDS/1667/166/(D)/CH, dated the 25th August, 1967, addressed to the Pay Commission.
- Appendix S.—List of the Pay scales recommended.

V. KRISHNAMURTHY,
Pay Commission, Gujarat State.
Secretary,

APPENDIX A.

Copy of Government Resolution, Finance Department, No. PDS-1665/12/CH, dated the 12th May 1966 (as amended) constituting Pay Commission and laying down its terms of reference :

The Pay scales of Government servants have remained unchanged over many years. There was a limited revision in 1949, but the structure of pay scales on the old basis conceived for work of a limited nature continued even after 1949. The merging of full or part of dearness allowance into basic pay from 1st October, 1961 did not act as and was not meant to be revision in pay scales although some benefits did accrue. Owing to rise in prices since 1949 and a general change in social as well as economic conditions since then, Government considers that a time has come when the whole basis of pay structure in the State should be reviewed.

2. Government has also found that there is a great multiplicity of scales, and it is estimated that more than 600 pay scales are in existence at present. It is also observed that some of the pay scales are very close to each other and there may be different pay scales for posts which have identical work and responsibilities attached to them. This is a result of *ad-hoc* decisions taken in the past. The existence of such vast number of pay scales, which means, in many cases, different pay for the same kind of work leads to heart burning and dis-satisfaction amongst Government servants. It is, therefore, necessary that the question of rationalisation of pay scales should also be taken up.

3. In order to consider the two main questions referred to above and some other matters pertaining to remuneration and allowances of Government servants, Government has decided to set up a Pay Commission. Government is, therefore, pleased to constitute a single member Pay Commission, and to appoint Shri Justice Akbar S. Sarela to constitute the Commission. The terms of reference of the Commission shall be as under:—

(1) The Commission will examine the structure of the pay scales of various cadres and posts and suggest revision to ensure reasonable remuneration taking into consideration the responsibilities and duties attached to each cadre or post. The Commission should also ensure that the principles of uniformity in pay scales for posts which have equal or comparable duties and responsibilities is maintained as far as possible. The Commission will examine the large number of scales existing at present in order to bring down the number within reasonable proportion before making its recommendations. The scope of the examination will extend to all gazetted and Non-Gazetted, permanent as well as temporary services other than all India Services, but will not cover work charged, daily rated and casual employees. The Commission will also recommend the most appropriate method to be adopted for fixation of the pay of existing employees in the new scales;

(2) (a) The Commission will recommend the rates of Dearness Allowance which should be given at various levels of pay in the revised scales which the Commission may recommend;

(b) The Commission will also recommend principles for review and modification of such rates of Dearness Allowance in future;

(3) The Commission will examine critically the special pays attached to various posts in Government and make recommendations for their abolition or further continuance at existing, enhanced or reduced rates. The Commission may also suggest principles governing grant of special pays in future;

(4) The Commission will examine the rates of travelling allowance, daily allowance, house rent allowance, local allowance and bad climate allowance and recommend suitable scales for the same;

(5) The Commission will consider the impact of its recommendations on the pay of the teachers in aided schools and will recommend a complementary structure of pay scales and allowances other than dearness allowance for such employees.

4. In making its recommendations, the Commission will have due regard to—

(a) financial resources of the State Government and financial commitments already made;

(b) the pay scales applicable to posts of equal responsibility and work in various services in the Government of India and other States.

5. The Commission will submit its report within twelve months.

APPENDIX B.

**Copy of Government Circular, Finance Department, No. PGR-1666-KHA-13-CH,
dated the 4th August, 1966.**

Government has appointed a single member Pay Commission under Government Resolution, Finance Department No. PDS-1665/12/CH, dated the 12th May, 1966 to enquire into the question *inter alia* of revision-cum-rationalisation of pay scales and Dearness Allowance. The Commission may have to collect evidence from various Associations, Institutions, Departments and Individuals interested in Public Administration. With a view to providing individual employees and their Unions and Associations the fullest scope to express their personal views on the items placed before the Commission it has been decided that Government servants and their Unions and Associations be permitted to give evidence before the Commission and to express their personal views if they so desire on matters under inquiry by the Commission.

2. Government is also pleased to direct that the officers of Secretariat, Heads of Departments, Government servants serving in the Sachivalaya and other offices situated in and outside Ahmedabad should appear to give evidence before the Commission when called upon to do so and to furnish the Commission such information and data in respect of matters falling within their official sphere and relating to the inquiry before the Commission.

APPENDIX C.

Copy of Gujarat State Pay Commission, Notification No. PAY/1066/1, dated the 4th October, 1966.

The Government of Gujarat has constituted a Single Member Pay Commission and appointed the Honourable Mr. Justice Akbar S. Sarela of the High Court of Gujarat to constitute the Commission. The terms of reference to the Commission relate to various matters concerning the State Government employees and include the following, that is to say—

(a) to examine the structure of the pay scales of various cadres and posts and suggest a revision thereof, if any, to ensure reasonable remuneration after taking into consideration the responsibilities and duties attached to each such cadre or post. As a matter of principle, it should be seen that uniformity in pay scales for posts, which have equal or comparable duties and responsibilities, is maintained as far as possible;

(b) to examine the large number of pay scales existing at present in order to bring down the number within reasonable proportion;

(c) to recommend the rates of dearness allowance which shall be given at various levels of pay and also to recommend principles to be adopted for a review or modification of the rates of dearness allowance in future;

(d) to examine critically the special pays attached to various posts and make recommendation either for their abolition or for further continuance thereof at existing, enhanced or reduced rates and to suggest the principles which should govern the grant of any special pay in future;

(e) to examine the rates of travelling allowance, daily allowance, house rent allowance, local allowance and bad climate allowance and suggest suitable rates for the same;

(f) to consider the impact of its recommendations on the pay of the teachers in aided schools and recommend a complementary structure of pay scales and allowances for them.

The scope of the examination as herein provided extends to all gazetted and non-gazetted permanent as well as temporary employees excluding however, work-charged, daily rated or casual employees. It does not extend to the employees belonging to All India Service.

All those who are interested in organisation, method and norms of public service, all Departments of Sachivalaya, Heads of Departments, Government employees (individually or through their associations), local bodies etc. are invited to extend their co-operation and help in the task entrusted to the Pay Commission by sending to the Commission their views and suggestion in writing on all or any of the matters referred to above within a period of thirty days from the date of the publication of this notification. A questionnaire in this behalf is being issued by the Commission shortly. The replies may kindly be addressed to the Secretary, Pay Commission.

APPENDIX D

Letter No. Pay-1166/52, dated the 14th October, 1966, from Secretary, Pay Commission to an Secretaries to the Government of Gujarat, relating to information regarding staff.

I am directed to refer to Government Resolution, Finance Department, No. PDS-1665/12-CH, dated the 12th May 1966 appointing the Pay Commission to inquire into the question, *inter alia*, of revision-cum-rationalisation of Pay Scales of State Government employees and to say that in order to enable the Commission to examine the issues comprehensively, the Commission is arranging separately to collect information from Department/Staff Associations etc. through a Questionnaire, but that information will have to be supplemented by factual information regarding the existing staffing pattern etc. in each Department/Office. I am accordingly desired to request that information as per proforma attached pertaining to (Name of the Department) Department as well as several Departments/Offices under your administrative control may kindly be made available in a *consolidated statement* to the Commission by the *30th November 1966* latest.

2. I am also to request that alongwith the consolidated statement referred to in paragraph 1 above, a memorandum containing the Departmental views—itemwise—on the question of review of the staffing pattern, revision-cum-rationalisation of pay scales, dearness allowance, special pays, compensatory allowance, etc. and in particular possibility of reduction in number of cadres and posts, reduction in number of pay scales and on abolition or revision of special pay and revision of allowances in general, may also be made available to the Commission.

3. The scope of the inquiry extends to all Government servants, permanent or temporary other than members of All-India Services but it does not cover work-charged, daily rated and casual employees. Such information, therefore, in respect of staff which are not covered within the terms of reference need not be furnished.

4. The receipt of this letter may kindly be acknowledged.

PROFORMA

Pay Commission letter No. PAY-1166-52, dated 14th October 1966

Sr. No.	Designation of the post and class	Number of post in each		Category vacant		pay scales as on the 1st April 1966	If the scale in Col.4 is a revised scale mention the <i>ad hoc</i> increase or modifica- tion approved after 1-5-1960
		as on 31-3-63	as on 1-4-66	as on 1-4-66			
		Cadre Non- cadre	Cadre Non- cadre	Cadre Non- cadre			
		P/T	P/T	P/T	P/T		
1	2			3		4	5

Corresponding pay scale, if any, in the Central Government and any other State Government	Basic qualification to hold the post and relaxation permitted, if any	Mode of recruitment	If the appointment is made by promotion the designation and time scale of the lower posts or group of posts from which promotion is made	The conditions of promotion
6*	7	8	9	10

Special pay, if any, attached and the reasons for the grant thereof	Rate of special pay and the reasons for fixing at that rate	Conditions, if any, for drawal of special pay	Nature of compen- satory local allowance, if any, attached and the reasons for the grant of such allowance
11	12	13	14

Rate of the compensatory allowance and the reasons for fixing the allo- wance at that rate	Nature of any other allowance attached, if any, the rate and the reasons for the grant of allowance at that rate	Conditions for drawal of such allowance	Brief description of jurisdiction, duties, and responsibilities of the post	Remarks, if any
15	16	17	18	19

*If accurate information in respect of this column is not readily available, it may be made available separately later.

APPENDIX E

GUJARAT STATE PAY COMMISSION

QUESTIONNAIRE

PART A

The following "QUESTIONNAIRE" is issued for collecting relevant data and information.

*Note:—*Wherever the expression "*The State*" is used in the Questionnaire, the reference is to the State and Government of Gujarat, unless the context otherwise requires.

Section I—Pay Structure

1. (a) Do you consider the prevailing pay scales of the different services and posts as providing reasonable remuneration ?
- (b) If you consider that a revision of pay scales is necessary, what are your reasons and what are your suggestions on broad lines and also with reference to any particular service or department or post ?
2. What in your view should be the guiding principles for determining the pay structure of the employees of the State ?
3. How far and with what limitation, if any, should the concept of "minimum wage" prevail in determination of the lowest level of pay scales ?
4. What should be considered a 'minimum wage' and how should it be determined in the context of prevailing socio-economic conditions in the State ?
5. In fixing the 'minimum wage' for Government servants would it be justifiable to take into consideration other amenities, concessions and benefits available to them ?
6. Should the 'minimum wage' principle be in any way limited in its application to the remuneration to be paid to employees of the State by such considerations as—
 - (a) that the working class in the State as a whole is not assured of a minimum wage, e.g. self-employed workers, workers on farms, in domestic service and in some of the cottage industries ;
 - (b) absence of uniformity in minimum remuneration paid in different industries located in the State ;
 - (c) requirements of funds for purposes of industrial and economic development of the State ;
 - (d) Limited financial capacity and resources of the State ;
7. (a) Do you consider the fixation of maximum remuneration for employees of the State desirable or necessary ? if so, why ?
- (b) What factors should determine the concept of maximum remuneration ?
8. (a) What in your view should be the 'maximum remuneration' to be paid by this State considering socio-economic conditions and financial resources of the State ?

- (b) Should there be and is it practicable to prescribe a fixed ratio or a multiple between the maximum remuneration and minimum remuneration ?
9. (a) Is there a reasonable basis or comparison between the State as an employer and a private employer ?
- (b) If so, what in your view is the basis or Principle on which such comparison is possible?
- (c) What features according to you distinguish employment under the State from that under a Private employer ?
10. Would you agree that the principle of fair comparison between remuneration paid to employees of Government and to those outside Government service for broadly comparable work (i) is to be qualified by consideration of the amenities and concessions like leave entitlements, pensionary benefits, security of tenure, social status etc., which go with Government service, and (ii) is limited by consideration of financial resources of the State and its capacity to Pay ?
11. Do you consider that the State should be a model employer ?
12. (a) Do you think that the remuneration paid by the State to its employees should be reasonable ?
- (b) If so, what is your concept of reasonableness of remuneration and what factors go to determine it ? Some tests which suggest themselves are that remuneration should be such as can secure efficient service, free from temptation, or, compares favourably with remuneration for comparable work in non-Government employment taking into consideration all incidental benefits, or is such, as is fair, not merely to the employee but also to the community at large ?
13. What changes in social conditions since 1949 require to be taken into account as affecting the Pay structure of Government servants ?
14. Is the pay packet of the family of a Government employee any different now, in its composition or elasticity from what it was before 1949 ? If so, in what way ?
15. If pay scales are to be related to economic conditions, particularly for services at the lower level of remuneration and pay scales have to be framed from a long range point of view, can you make any reasonable forecast, as to whether during the next few years the level of prices of food-stuffs, clothing and other essential commodities may be expected to attain a reasonable measure of stability and if so, the level at which they are likely to stabilise, taking the level of prices in 1949 or any other year as datum line?
16. What method or methods would you suggest for relating pay scales to future changes in cost of living ?
17. Do you think that it would be possible to achieve some stability in the pay structure if amenities like food grains, cooking oils and cloth are made available to Government servants through consumers' co-operative societies or otherwise, by Government, at subsidized rates ?

Section II—Pay Scales

18. There are at present approximately 75 scales and fixed pays in Class I, 50 in Class II, 350 in Class III, and 50 in Class IV. Are you of the opinion that the multiplicity of scales in the present pay structure of the State services is avoidable and can be reduced ? If so, how ?

19. What facts and circumstances, in your view, should be taken into consideration for deciding a suitable pay scale applicable to a particular post or cadre ?
20. Do you think that the pay scales broadly conform to the principle of uniformity in scales for posts which have comparable duties and responsibilities ?
21. Can you suggest a suitable basis for comparison or correlation of duties and responsibilities attached to different posts in order to achieve parity in remuneration for comparable duties and responsibilities ?
22. Does such a principle of uniformity admit of variations based on any one or more of the following factors :—
 - (i) Qualifications prescribed for recruitment to a post and the amount of time and education required for obtaining these qualifications ;
 - (ii) Quantum of responsibility;
 - (iii) Level or class of office in which and the status of the officer with whom the employee may be working;
 - (iv) Unpleasantness or arduousness of the job ;
 - (v) The utility of the job for the community;
 - (vi) Prospects of promotion to higher cadre/post.

The relative importance to be attached to each of the above may please be indicated.

23. Can you suggest any practicable method of evaluation and scientific grading of duties and responsibilities for purposes of absorption or merger of any pay scales in order to reduce multiplicity of pay scales ?
24. (a) Can you suggest what posts with differing pay scales in a department or departments could be grouped together and brought under one suitable new scale, without prejudice to employees likely to be affected by such new arrangement?
- (b) Please recommend a new pay scale which in your view should appropriately govern the posts so grouped together.
25. Are there any instances within your knowledge of unjustifiable differences in pay scales causing disparity in emoluments for comparable work? If so, please substantiate and State how the disparity can be removed?
26. Do you suggest any modification or change in the pay structure and the pay scales for Secretariat Services obtaining in the different departments of the Sachivalaya, *vis-a-vis* the pay structure and the pay scales fixed for the different attached offices and subordinate office in (i) Ahmedabad City (ii) elsewhere?
27. (a) Do the prevailing time scales adequately provide for promotions between grades, or from lower cadre of service to higher cadre?.
- (b) Do you think that with the existing time scales there is sufficient scope for rewarding proved merit or marked ability? If not, what suggestions can you make in the matter of framing and arranging pay scales so as to make adequate provision for promotions of employees with proved merit and ability?

28. What improvements would you suggest in the framing of a time scale? Will you offer your suggestions on each of the following points :—
- (a) The total period covered by the time scale for reaching from the minimum to the maximum. Should this period be uniform or vary with differing levels of pay scale ?
 - (b) The amount of and intervals between increments; that what is to say, the progressive rate of increments; and period-annual/biennial of earning increments.
 - (c) Desirability of providing efficiency bars, and conditions (or rules) for crossing efficiency bars.
 - (d) Expediency or otherwise of having more than one time scale for the same grade (*e.g.* lower, upper, ordinary or selection grade).
 - (e) Relationship between a pay scale and its immediately higher pay scale for providing suitable promotions. Do you agree that as far as practicable over-lapping scales should be avoided?
 - (f) Expediency or otherwise of having separate stage (s) below the regular minimum of a time scale of a post for which a probationary period is prescribed. At present there are some time scales to which probationary stages are prescribed below the regular minimum and these stages are considered to be the first and the second stages of the time scale in respect of a promotee. What in your view are the snags in the existing arrangement and what remedy you would suggest to remove such snags ?
 - (g) Desirability or otherwise of making special provision for technical posts.
29. Do you think that the emoluments of employees in industrial and commercial establishments under Government could be higher than those of employees doing more or less similar work in other establishments ?
30. (a) Do you think that parity should be insisted upon in the standard of remuneration for similar kind of work in the Central Government and the State Governments ?
- (b) Do you think that differences in the standard of remuneration as between different Governments are permissible in so far as they arise from economic considerations such as the differences in the resources of the State, the stage of economic development, priorities in developments planning?
- (c) Do you think that at least at the lowest stage there should be uniformity in pay scales?
31. Usually, when pay scales are changed, the initial pay of the existing incumbents who come over to the new scales is fixed under the provisions of B.C.S.R. 44(a) or (c) as the case may be. Broadly speaking, the initial pay of the existing incumbents is fixed at a stage equal to his pay in the old scale (if it is a stage) but if it is not a stage, the pay is fixed at a stage next below and the difference is allowed as personal pay, to be merged in future increments. If the new scales of remuneration are fixed, what suggestions do you have as to the method or methods to be adopted for fixation of pay of existing employees in the new scale so fixed?
32. Is any modification necessary in the present classification of services and nomenclature and designations of posts ? If so, what are your suggestions in that behalf ?

SECTION III—DEARNESS ALLOWANCE

- 33 (a) What in your opinion should be the correlation between emoluments and price level?
- (b) How should the fluctuations in prices be accounted for? In other words, do you consider it desirable and practicable to link pay scales with cost of living or do you consider that the practice of giving dearness allowance which can be varied with the rise and fall in the cost of living is more appropriate?
- (c) Should every rise in prices be reflected in the quantum of dearness allowance, whatever be the cause for the rise?
- 34 (a) If dearness allowance is to be paid so long as the cost of living remains appreciably above the price level with reference to which the basic salaries are fixed, would you recommend a suitable method to link the cost of living and the amount of dearness allowance and any formula for adjustment in view of variations from time to time?
- (b) What year would you recommend as the base year for calculating the amount of dearness allowance and how would you accommodate for the regional variations in the cost of living?
- 35 (a) With reference to the 1949 price level what, in your opinion, are the various factors responsible for rise in the prices since then?
- (b) How would you estimate the relative importance of these factors with special reference to (a) deficit financing (b) rise of costs (including salaries, wages and other benefits) (c) increase of investment expenditure and (d) monetary factors?
36. If the rise in the cost of living as a result of rise in prices has to be neutralised, what should be the extent of neutralisation? Should the extent of neutralisation be the same at all levels of salary or should it diminish as the salary increases and cease at a particular level?
37. Would you consider that working class consumer price index published by the Labour Bureau is a fair and adequate gauge for purpose of regulating dearness allowance? If not, what other established price Index would you recommend for the purpose?
38. Do you consider that the existing rates of dearness allowance require to be modified? If so, what are your suggestions?
- 39 (a) How far do you agree with the view that any increase in the emoluments of Government servants as a result of increase in the cost of living or otherwise, leads to a further increase in prices?
- (b) Do you agree that such relief which the Government gives to its employees entitles a burden on the rest of the community, especially, the sections with fixed incomes? If so, would you nevertheless advocate continuance of such relief being granted? Please give reasons.
- 40 (a) Do you think that the hardship of Government servants on account of rising prices could be mitigated to some extent if they formed co-operative societies for purchase and sale of essential commodities and if so, what facilities in your opinion should be provided to those societies by the Government?
- (b) How far can adjustment in fringe benefits such as subsidised housing, house rent allowance, city compensatory allowance, educational assistance, medical assistance, departmental stores, office canteens etc., be a substitute for increase in dearness allowance?

- 41 (a) What do you consider should be the reasonable period for review of the rates of dearness allowance ?
- (b) What principles or methods do you recommended for periodical review of the rates of dearness allowance ?

Section IV—Special Pays

B.C.S.R. 9 (49) reads :—

“Special Pay means an addition of the nature of Pay, to the emoluments of a post or of a Government servant granted in consideration of—

- (a) the specially arduous nature of duties or
- (b) a specific addition to the work or responsibility or,
- (c) the unhealthiness of the locality in which the work is performed”.

The special pay sanctioned in cases falling under clause (c) of the aforesaid rule is called the Bad Climate Allowance and the rules for regulating this allowance are laid down in Appendix V of the B.C.S.R. 1959, Vol. II.

In some cases, special pays may have been sanctioned to avoid a new time scale.

In the absence of set principles, it is possible that the existing rate of special pays in several cases may have been fixed on an *ad hoc* basis.

42. What is your view about granting of such special pays ? Do you favour their continuance at the existing rate of modified rate or recommend the abolition of these special pays ? Please give reasons for your views.
43. If you favour the continuance of special pays, what do you think should be the principles or guiding considerations for fixing them ?
44. In what cases do you think that the special pay drawn in respect of a post could be protected on appointment to another post (higher or identical) to which in fact no special pay might have been attached or under what circumstances could the special pay be treated as part of basic pay for the purpose of fixation of initial pay on appointment to posts which in fact do not carry special pays ?
45. What are your views on the continuance or otherwise of the practice of sanctioning Bad Climate Allowance ? Is the nomenclature of allowance appropriate ?
46. If you consider that the continuance of the allowance is necessary, what principles would you recommend for review of the rates and duration of such allowance as well as the inclusion or exclusion of certain places or tracts within/from the purview of the rules for granting such allowance ?

Section V—Compensatory Allowance

47. (a) Have you any comments to make as regards the present rates of travelling allowance, daily allowance, house rent allowance and local allowance ?
- (b) What in your opinion should be the rates of these allowances ? Please give reasons in support of your suggestions.

48. Would you suggest that the rates of incidental allowance and daily allowance should be related to actual expenditure and if so, what safeguards would you suggest against excessive claim ? Should maximum limits be laid down for different categories of Government servants in respect of each item and if so, what limits would you suggest for each category ? Should the limits vary with the distance travelled and the mode of travel ?
49. *General.*—Have you any other proposal to make in regard to the revision and rationalisation of pay structure, special pays, Bad Climate Allowance, Travelling and other allowances (within the terms of reference) which are not already covered by the replies you have given to this questionnaire ?

PART B

Section VI—Teachers in Aided Schools

50. Do you think that a revision of pay scales of teachers in aided schools is also necessary, if the pay scales of the employees in State service are to be revised ? If so, will you suggest a suitable structure of pay scales and allowances (other than dearness allowance) for teachers in aided school ? Please give reasons for your suggestions.
51. What in your view should be the guiding principles for determining pay structures in an aided school and what pay scales would you recommend to ensure reasonable remuneration?
52. What in your view should be the minimum salary, the maximum salary and the incremental stages for a teacher in an aided school? Please give reasons in support of your recommendations.
53. Do you think that in the present pay structure with the existing progressive time scales, there is sufficient scope for rewarding merit and marked ability? If not, can you suggest any method by which this could be achieved while revising pay structure and framing new pay scales?
54. It is commented that the present pay structure in Secondary Schools adversely affects recruitment of suitable type of teachers. How far do you agree with this view ?
55. Do you think it will be advisable to pay more to the teachers, teaching scientific and technical subjects ?
56. Should there be different grades of pay scales for teachers in a school ? If so, how and on what basis should such grades be framed and how should they be designated ?
57. Are there any other comments which you would like to make in the matter of pay scales and allowances (other than dearness allowance) of teachers in aided schools ?

APPENDIX F

Copy of letter No. Pay-1166/323, dated the 2nd January, 1967 and Supplementary Questionnaire issued by the Pay Commission to all Secretariat Departments and Heads of Departments.

"Kindly refer to the Commission's letter No. PAY-1166/52, dated the 14th October, 1966, copy enclosed. The information called for therein is still awaited. The Commission has since issued a general questionnaire covering matters included in its terms of reference. The questionnaire contains several points which can knowledgeably be dealt with only by Government Departments. With a view therefore to facilitate the Heads of Departments in furnishing comprehensive information on staffing pattern, regrouping of posts on the basis of comparable work and responsibilities etc., the relevant points have been expanded suitably and brought out in the form of a supplementary Questionnaire appended to this letter.

2. The Heads of Departments are requested to forward their replies to this supplementary questionnaire together with the following information, to the Commission :—

(A) A brief note indicating (1) the origin and functions of the department, (2) development of its organisational set-up, and (3) impact on services due to (a) re-organisation of the Bombay State and formation of the Gujarat State, (b) growth of the State territorially and functionally, and (c) developmental activities following the launching of the Five Years Plans.

(B) A chart showing :

(i) Sections in their offices, strength of various categories of posts in each section;

(ii) Subjects allotted to each section;

(iii) Distribution of functions and work amongst various officers.

Similar information may also be furnished in respect of subordinate offices, (if there are more subordinate Offices than one and if the set-up of the offices is uniform or roughly comparable one chart showing the standard staffing pattern may be forwarded.

(C) A statement showing the pay scales of Government servants who are on deputation to the District Panchayats from the department who will have to be given benefit of revision of pay scales, if any, sanctioned for similar posts under the Government.

3. Information referred to in para 2 above may be compiled in triplicate, one copy being forwarded to the Commission's office before 31st January 1967 and the remaining two copies to the concerned Department of the Secretariat. The Department of the Secretariat concerned may retain one copy for its record and forward the other copy to the Commission by 15th February, 1967 with comments, if any, on the suggestions made by the Heads of Departments and its own suggestions regarding the issues raised in the supplementary questionnaire.

4. Departments of the Secretariat are also requested to furnish to the Commission information on items covered in para 2 above in duplicate, by the 15th February, 1967 so far as their own offices and the offices of Heads of Offices working directly under them are concerned. So far as the posts common to all Departments of the Secretariat are concerned, the General Administration Department may kindly furnish separately its own suggestions regarding revision and rationalisation of pay scales.

5. The Commission will be pleased to consider any other suggestions that the Heads of Departments and the Secretariat Departments may like to make in regard to any item of the Commission's terms of reference. The Heads of Departments and the Secretariat Departments are requested to ensure that the requisite material is furnished to the Commission not later than 31st January, 1967 in the case of the former and 15th February, 1967 in the case of the latter."

APPENDIX—F (Continued)

GUJARAT STATE PAY COMMISSION

SUPPLEMENTARY QUESTIONNAIRE FOR DEPARTMENTS

Question No. 1.

Reference to the particular item in questionnaire Q. Nos. 23, 24.

It is proposed to rationalise pay scales, reduce their number, and secure uniformity based on the nature and extent of responsibilities and duties attached to the posts.

(a) What are your suggestions in this regard with reference to scales of pay in your department ?

(b) Would you suggest merging of any categories of posts into one category or combining two or more scales of pay into one scale in any of the promotion groups in your department with a view to reducing the existing number of grades of responsibilities ?

Question No. 2.

(a) How do the scales of pay of different categories of posts in your department compare with those in force in other departments for posts carrying similar duties and responsibilities and for which recruitment qualifications are comparable ?

(b) If you have information regarding emoluments sanctioned for similar posts by the Government of India and other State Government(s), the same may be furnished. (Please see Column 6 of the proforma attached to Pay Commission's letter No. PAY/1166/52 dated the 14th October, 1966).

Question No. 3.

Question Nos. 20 & 24.

(a) Do you think that the existing scales of pay of any category of posts in your department are not commensurate with the duties and responsibilities attached thereto ? If so, please give reasons and suggest suitable revised scales.

(b) Do you think that qualifications, experience etc., prescribed at present for these posts are suitable ? Or do you think that they have had to be pitched low because of the paucity of persons of the required calibre ?

Question No. 4.

Have duties and responsibilities of any posts in your department undergone a radical change as a result of any new developments (e.g. formation of the Panchayats) which have taken place since pay scales for these posts were revised last ? If so, do you think that any upward or downward revision in the existing scales is necessary ?

Question No. 5.

In the light of your replies to questions Nos. 2, 3 and 4 above, would you recommend bracketing of certain categories of posts in your department with posts in any other department(s) carrying similar or comparable duties and responsibilities ? What in your opinion would be the suitable scales of pay of posts so grouped together ?

Question No. 6.

Are there any categories of posts which have remained vacant in spite of advertisements ? If so, what are the probable reasons and what remedies would you suggest to rectify the situation ?

Question No. 7.

(a) Is there a tendency on the part of personnel leave your Department? If so, please furnish the number of Government servants of each category who left your department during the last three years. (In the case of departments employing large staff of technical personnel flight of such personnel may be specifically mentioned.).

(b) Do you consider any factor other than unattractive pay scales as being responsible for depletion of qualified personnel?

(c) What are your suggestions to meet the situation?

Question No. 8.

Is there any administrative difficulty which in your opinion requires to be remedied by re-organisation of cadres and/or revision of pay scales?

Question No. 9.

(a) With reference to the question No. 28, what are your specific suggestions **Question No. 28** on framing of time scales of various categories of posts in your Department?

(b) Please also furnish the number of Government servant in your department in different categories who were not permitted to cross Efficiency Bar as on 31st March 1965 and 31st March 1966. State how long they have been so held up.

Question No. 10.

What are the prospects of promotion to higher posts available to various categories of posts in your departments? Do you consider these to be fair and adequate and **Question Nos. 27 and 22 (vi)**. If not, what are your suggestions for improving prospects without impairing efficiency?

Question No. 11.

Is there any staff in your department which is governed by Factory Act or Industrial Disputed Act? If so, please furnish details of such staff.

Question No. 12.

With reference to the question No. 42, what are your proposals regarding **Question No. 42.** special pays sanctioned for various posts in your department?

Mention may be made, in particular, of posts in your department where special pays have been sanctioned in lieu of higher time scale? In such cases, would you recommend merging of the special pay in the respective time scales?

Question No. 13.

Do you think any modification is necessary in the existing rules and orders regarding special pay for combination of appointments? (*Vide* Bombay Civil Service Rule 609.)

Question No. 14.

With reference to questions Nos. 45 and 46 what are your specific suggestions regarding continuance or otherwise of the practice of sanctioning Bad Climate Allowance as also regarding its nomenclature?

APPENDIX G

Check list of points for discussion with heads of departments.

1. Scope of bringing on common cadres or common pay scales, posts, at various levels, of your department and those of other departments, carrying similar or comparable duties and responsibilities.

2. The adequacy of opportunities for promotion open to various categories of staff of your department and the extent to which these could improve by the constitution of suitable common cadres as envisaged above. Special reference to isolated posts with little prospects of promotion.

Information or promotion prospects was called for from the Heads of departments as per questions set out belows:—

(1) Please list out in suitable order some of the important categories of staff in your Department and indicate approximately the number of posts in each category and the time taken for promotion from one category to next higher for fully qualified persons.

(2) In case of posts for which in your opinion opportunities for promotion to higher posts are adequate, please furnish figures/details in terms of percentage comparing the lower grade with higher grade in each unit and suggest how opportunities for promotion could be enlarged without impairing the efficiency of the services under your control.

(3) Are there any opportunities for promotion from Ministerial posts to executive posts in Non-Gazetted and gazetted grades in your Department? If there are no such posts for promotion for ministerial staff to executive grades (as would be the case in Technical Department like Agriculture, Medical, Animal Husbandry etc.) do you have any alternative suggestion to provide opportunities for advancement to Ministerial staff of your Department).

3. Categories of employees of the department to whom the concept of minimum wage would require to be applied.

4. Difficulties of recruitment experienced in regard to various posts.

5. Flight of personnel from the department.

6. Posts in your department carrying especially arduous responsibilities, for which special consideration in fixing remuneration may be necessary.

7. General principles you would recommend to govern the grant of special pay/special allowances to various posts in your department and proposals regarding continuance, abolition, enhancement, reduction or sanction of new special pays.

8. The Price-Level or the base year with reference to which the revised pay scales have been recommended.

9. Your views on :—

(a) Framing of time scales for various posts in your department taking into consideration to points enumerated in question No. 28 of the Pay Commission's Questionnaire dated 8th December, 1966.

(b) Probationary stages below as the minimum of time scales.

(c) Utility and effectiveness of efficiency bars.

(d) Placement of efficiency bars on a time scale.

(e) Rates of increment and increment patterns appropriate to time scales, for posts in your department.

10. Method of fixation of pay on the revised scales.

11. Man power requirement of the department during the fourth plan period.

APPENDIX H

List of points covered during discussions with officials and non-officials.

MINIMUM REMUNERATION

(1) How far should the recommendations of the 15th Labour Conference guide the determination of minimum remuneration for Government employees ?

(2) To what extent should determination of minimum remuneration be conditioned by (a) the present level of national income (b) per capita income (c) need for capital formation of economic development (d) level of wages and earnings in other sectors of the economy ?

(3) In view of the fact that unlike in the case of the industrial workers, there is a definite limit on the age of entry into Government service, would it be desirable to fix the minimum remuneration of Government employees with reference to two consumption units only and devising an incremental time scale which could provide for the needs of one or more additional consumption units over a course of years; subject to a reckoning of three or four consumption units per earner in a family ?

(4) While fixing the minimum remuneration for Government employees, should any attempt be made to set-off benefits such as educational and medical concessions ?

PAY STRUCTURE

(1) Principle of fair comparison between remuneration paid to Government employees and to those outside, validity of limitations of such comparison.

(2) Should salary differentials be based principally on elements such as education, training and skill required for and responsibilities attached to various posts, grades and services ? Should some importance also be attached to elements like fatigue, arduousness or unpleasantness of the duty, hazards to health involved etc. in the job ?

(3) Should there be a broad parity in the levels of remuneration for technical and non-technical services under Government ? If not, what principles would you suggest to determine the pay structure for suitably qualified and trained personnel to man technical services and how they should differ from the principles on which the pay scales for non-technical services should be determined ?

TIME SCALE

(1) What should be the principles governing the length of a time scale ? Would you recommend that a time scale should be longer for posts of entry and shorter for posts filled by promotion ?

(2) Should there be any fixed relationship between the minimum and the maximum of a time-scale ? What relationship between the maximum and the minimum would you recommend for various categories of posts ?

DEARNESS ALLOWANCE

(1) To the extent that a pay structure should have certain measure of permanence, it would seem to be essential to relate it to a reasonably suitable level of prices. In this context could you make a forecast of price movements in the foreseeable future and particularly the possibility of price stability in the course of next 5 to 10 years.

(2) Would you advocate a merger of the existing dearness allowance either wholly, or, any part, with the pay scales, as the initial step towards a revision of the pay scales ? Could you indicate the year and the cost of living index with reference to which such a merger should be effected for various pay ranges ?

(3) In the words of the Dearness Allowance Commission "Having regard to its basic character, dearness allowance is applicable to those employees whose salaries are at the subsistence level or a level above it; in our opinion words 'dearness allowance' primarily suggest and refer to an allowance paid to the employees in order to enable them to face an increasing dearness allowance of essential commodities". How far you would agree with this ?

FINANCIAL RESOURCES

(1) What percentage of the total expenditure of the State Government in your opinion should be devoted to the pay and allowances of Government employees, having regard to the programme of development and provision for social services ?

(2) Having regard to the financial resources in the State of Gujarat at present and the likely trends in the near future :—

(a) Will it be possible to meet the cost of increase in emoluments of Government employees, without having to curtail the developmental expenditure of the State ?

(b) Is there any possibility of curtailment of non-plan expenditure on a scale commensurate with the increased commitments likely to accrue on account of a large scale revision of pay scale of Government ?

(c) If neither (a) nor (b) is feasible, can you indicate the sources from which the extra cost involved in large scale revision of pay scale, D.A. etc., of Government employees could be met ?

Note.—This list does not include questions relating to pay scales pertaining to the remuneration of teachers in aided Schools which were comprehensively discussed with educationists who appeared before the Commission.

APPENDIX—I

List of Government Officials with whom the Commission held discussions.*Agriculture and Co-operation Department :*

1. Shri F. J. Heredia, Secretary to Government;
2. Dr. G. A. Patel, Director of Agriculture;
3. Shri N. C. Desai, Principal, Agriculture College, Junagadh;
4. Shri R. L. Pathak, Superintending Agricultural Officer, Baroda;
5. Dr. D. K. Desai, Director of Animal Husbandry;
6. Shri R. D. Joshi, Chief Conservator of Forests;
7. Shri H. M. Joshi, Registrar of Co-operative Societies;
8. Shri K. D. Udhas, Deputy Registrar of Co-operative Societies, Rajkot;
9. Shri K. V. Navathe, Director of Fisheries;

Civil Supplies Department :

10. Shri K. Sivraj, Secretary to Government;

Education and Labour Department :

11. Shri S. M. Dudani, Secretary to Government;
12. Shri K. G. Badlani, Director of Education;
13. Shri M. M. Shukla, Chairman, Gujarat Secondary School Certificate Examination Board ;
14. Shri T. A. Desai, Director of Technical Education;
15. Shri R. B. Shukla, Commissioner of Labour and Director of Employment;
16. Dr. (Smt.) Jyotsna, H. Shah, Director of Social Welfare ;
17. Shri C. P. Patel, Director of Backward Class Welfare;
18. Shri V. R. Patel, Director of Prohibition and Excise;
19. Shri V. L. Devkar, Director of Museum;

Finance Department :

20. Shri L. R. Dalal, Secretary to Government;
21. Shri V. R. Mehta, Commissioner of Sales Tax;
22. Shri T. M. George, Director of Accounts and Treasuries;

General Administration Department :

23. Shri V. L. Gidwani, Chief Secretary to Government;
24. Shri V. V. Divatia, Director, Bureau of Economics and Statistics;
25. Shri A. H. Raval, Director of Languages;

Home Department :

26. Shri M. D. Rajpal, Secretary to Government;
27. Shri Imdad Ali, Inspector General of Police;
28. Shri S. Datta Choudhary, Deputy Inspector General of Police, Rajkot;
29. Shri A. M. Amin, Inspector General of Prisons and Director of Transport;
30. Shri M. H. Shah, Director of Information;

Industries, Mines and Power Department :

31. Shri F. N. Rana, Additional Chief Secretary to Government;
32. Shri S. M. Ghosh, Commissioner of Industries;
33. Dr. P. G. Sheth, Director of Geology and Mining;
34. Shri G. J. Gonsalves, Director of Printing and Stationery;

Legal Department :

35. Shri S. M. Vidyarthi, Secretary to Government;
36. Shri C. V. Rane, Registrar, High Court of Gujarat;
37. Shri K. K. Chokhawala, Charity Commissioner;
38. Shri A. K. Shah, District and Sessions Judge, Surat;

Panchayats and Health Department :

39. Shri J. G. Shah, Secretary to Government;
40. Shri R. M. Desai, Development Commissioner;
41. Shri Anil C. Shah, District Development Officer, Amreli;
42. Dr. T. B. Patel, Director of Health and Medical Services;
43. Dr. A. D. Joseph, Dean and Superintendent, Medical College, and S. S. G. Hospital, Baroda;
44. Dr. H. F. Daroga, Deputy Director of Public Health Service, Baroda;
45. Shri J. T. Patel, Consulting Surveyor to Government;
46. Shri B. V. Patel, Director, Drugs Control Administration;
47. Shri C. P. Shukla, Director of Ayurved;

Public Works Department :

48. Shri L. R. Dalal, Secretary to Government;
49. Shri H. K. Mewada, Chief Town Planner and Architectural Adviser to Government;
50. Shri K. M. Kantawala, Chief Engineer;
51. Shri J. P. Naegamwala, Chief Engineer;
52. Shri N. C. Patel, Chief Engineer;
53. Shri M. N. Jathal, Chief Engineer, Ukai;
54. Shri H. P. Oza, Director, Engineering Research Institute, Baroda;
55. Shri B. C. Mehta, Director of Ports;
56. Shri M. P. Amin, Superintending Engineer, Rajkot;

Revenue Department :

57. Shri A. S. Gill, Secretary to Government;
58. Shri B. R. Mane Patil, Settlement Commissioner and Director of Land Records;
59. Shri R. Parthasarathy, Collector, Bulsar;
60. Shri S. Ramakrishnan, Collector, Rajkot;

APPENDIX J

List of non Officials with whom the Commission held discussions.

1. Prof. C. N. Vakil, Bombay;
2. Prof. M. L. Dantwala, Bombay;
3. Prof. J. J. Anjaria, Bombay;
4. Prof. D. T. Lakdawala, Bombay;
5. Dr. B. R. Shenoy, Ahmedabad;
6. Dr. I. S. Gulati, Baroda;
7. Prof. R. K. Hazari, Bombay;
8. Prof. V. M. Dandekar, Bombay ;
9. Prof. S. K. Muranjan, Bombay;
10. Prof. P. R. Brahmanand, Bombay;
11. Dr. D. K. Shukla, Baroda;
12. Prof. S. V. Desai, Ahmedabad;
13. Prof. Jitendra Dholakia, Ahmedabad;
14. Prof. V. N. Kothari, Baroda;
15. Prof. K. N. Naik, Baroda;
16. Prof. R. K. Amin, M.P.,
17. Shri Vadilal Dagli, Bombay ;
18. Smt. Indumati Sheth, Ahmedabad;
19. Shri Dolarray Mankad, Vice-Chancellor, Saurashtra University, Rajkot;
20. Shri Umashankar Joshi, Vice-Chancellor, Gujarat University, Ahmedabad;
21. Dr. C. S. Patel, Vice-Chancellor, M. S. University, Baroda;
22. Shri C. C. Shah, Vice-Chancellor, South Gujarat University, Surat.
23. Dr. Jyotindra Mehta, Baroda;
24. Prof. P. G. Mavlankar, Ahmedabad;
25. Shri Thakorebhai Thakore, Ahmedabad;
26. Shri Zinabhai R. Desai, Ahmedabad;
27. Shri K. D. Desai, Chairman, Sarvajanik Education Society, Surat;
28. Dr. R. I. Patel, Surat;
29. Dr. Jivraj N. Mehta, Bombay;
30. Shri Utsav S. Parikh,
31. Shri Maldeoji M. Odedra, Ahmedabad;
32. Shri M. D. Bhatt, Bombay;
33. Shri V. Isvaran, Bombay;
34. Shri P. L. Tandon, Chairman, Hindustan Lever Ltd., Bombay;
35. Shri Ramanbhai Amin, Chairman, Alembic Group of Industries, Baroda;
36. Shri Jaikrishna Harivallabhdas, Chairman, Gujarat State Fertilizers Corporation, Ahmedabad;
37. Shri Nanubhai Amin, Director, Jyoti Ltd., Baroda;
38. Shri S. T. Raja, Chairman, Gujarat Electricity Board, Baroda;
39. Shri K. R. Srivatsa, Managing Director, Gujarat State Fertilizers Co. Ltd.,
40. Shri N. K. Dravid, Chief Executive, Baroda Rayon Co. Ltd., Udhna;
41. Shri R. G. Saraiya, Bombay;
42. Shri Amratlal Hargovandas, Ahmedabad;
43. Gujarat Chamber of Commerce and Industry represented by (1) Shri Charandas Haridas, President, (2) Shri V. P. Amin, Vice-President, (3) Shri M. L. Parikh, Hon. Secretary, (4) Shri Chandulal Premchand, (5) Shri L. V. Dani, Secretary and (6) Shri I. N. Kania, Deputy Secretary;
44. Ahmedabad Mill Owners' Association represented by (1) Shri Jayantilal Bhikhabhai, Vice-President (2) Shri S. P. Huthesingh, Member and (3) Shri H. G. Acharya, Secretary;
45. Central Gujarat Chamber of Commerce represented by Shri Lalitchandra M. Patel, President;

46. Shri Jayantilal B. Chokhawala, Chairman, Udhna Udyognagar Sahakary Sangh Ltd., Surat;
47. Shri R. T. Popawala, Surat;
48. Shri K. K. Somani, Managing Director, Digvijay Cement Co. Ltd., Jamnagar;
49. A. K. Banerjee, Secretary and Chief Executive Officer, Tata Chemicals Ltd., Bombay;
50. Shri S. A. Kher, Chief Executive Officer, Calico Mills, Ahmedabad;
51. Shri V. Kurien, General Manager, Amul Dairy, and Chairman of the National Dairy Development Board;
52. Shri H. M. Patel, M.L.A. and Shri V. V. Mehta M.L.A., representing the Swatantra Party in the Gujarat Legislative Assembly;
53. Shri S. R. Vasavada, Secretary, Textile Labour Association, Ahmedabad;
54. Shri Arvind Buch, General Secretary, 'INTUC' (Gujarat) Ahmedabad;
55. Dr. Ravi Mathai, Director and Professor Dayal of the Indian Institute of Management, Ahmedabad;
56. Baroda Bar Association represented by Shri Bhatt, President, and others;
57. Rajkot Bar Association represented by (1) Shri C. R. Maniar, President, (2) Shri Doshi, Secretary, (3) Shri Shah, Member and (4) Shri Udani, Member;
58. Gujarat State Branch of All India Public Health Association represented by (1) Dr. T. B. Patel, President, (2) Dr. V. A. Thakore, Vice-President, (3) Dr. G. G. Ambavani;
59. Gujarat State Branch of Indian Medical Association represented by (1) Dr. P. R. Trivedi, President, (2) Dr. K. P. Shukla, Member of the working committee of the State Branch;
60. The Mayor, Baroda Municipal Corporation, Baroda;
61. The President, Jilla Panchayat, Rajkot;
62. The President, Rajkot Municipality, Rajkot;

APPENDIX K

SECTION I

List of Staff Association with whom the Commission held discussions.

1. Gujarat Branch of the Indian Civil and Indian Administrative services Association represented by (1) Shri K. V. Hari Har Das, (2) Shri R. V. Chandramouli and (3) Shri Niranjansingh;
2. Gujarat Medical Teachers' Association represented by (1) Dr. S. D. Mishra Vice-President, (2) Dr. O. P. Gupta, Secretary, (3) Dr. B. J. Bhimani, Joint Secretary (4) Dr. O. D. Gulati, Member and (5) Dr. P. B. Roy, Member;
3. The Senior Engineering Services' Association, Gujarat State represented by (1) Shri K. M. Kantawala, President (2) Shri V. M. Dave, and (3) Shri S. K. Shivdasani;
4. Association of Deputy Engineers of Gujarat State, Public Works Department represented by (1) Shri B. H. Maharaja, President, (2) Shri J. P. Mankad, Member (3) Shri A. V. Gururaja Rao, Secretary;
5. Gujarat Public Works Department Clerical Employees' Association represented by (1) Shri P. N. Bhojak, President, (2) Shri M. D. Patel, Member, (3) Shri A. S. Bhavsar, Member;
6. Gujarat Secretariat Service Officers' Association represented by (1) Shri R. H. Mehta, President, (2) Shri M. C. Desai, Vice-President and (3) Shri R. N. Desai, Secretary;
7. Gujarat Sachivalaya and Allied Offices' Staff Association represented by (1) Shri Ambalal Patel, President, (2) Shri P. G. Gupte, Vice-President, (3) Shri I. G. Desai, Member, and (4) Shri M. J. Shishoo, Member;
8. Gujarat State Sales Tax Officers' Association represented by (1) Shri K. H. Shah, President, (2) Shri J. M. Patel, Member, and (3) Shri R. P. Shah, Member;
9. Gujarat State Sales Tax (Class III Non-Gazetted) Staff Union represented by (1) Shri M. A. Kadri, Member, (2) Shri D. A. Joshi, General Secretary, and (3) Shri N. G. Kewat, Member;
10. Association of the Officers of the Gujarat Agriculture services (Gazetted) of the Agriculture Department Gujarat State, represented by (1) Shri S. V. Patel, President, (2) Shri J. B. Kasad, Member, and (3) Shri N. C. Shah, Member;
11. Association of the Ministerial services (Class III) of Gujarat Agriculture Department represented by (1) Shri B. D. Patel, President, (2) Shri R. R. Patel General Secretary, and (3) Shri M. P. Vaishnav, Vice-President;
12. Association of the Officers of the Backward Class Welfare Department of Gujarat State represented by (1) Shri B. G. Parmar, President, (2) Shri D. N. Kataria, General Secretary and (3) Shri G. N. Chhaya, Member;
13. Gujarat Judicial Services' Association represented by (1) Shri D. P. Desai, President, (2) Shri C. H. Vasavda, Secretary, and (3) Shri D. A. Desai, Member;
14. Ahmedabad District Judicial Clerks' Union, Ahmedabad (Rural) Narol, represented by (1) Shri S. B. Pandya, Member, (2) Shri C. B. Patel, Member, (3) Shri N. D. Mody, Member;
15. Baroda District Non-Gazetted Judicial Staff Class III Association represented by (1) Shri M. B. Bhatt, Member, (2) Shri R. M. Joshi, Member, (3) Shri J. S. Bhatt, Member;
16. Surendranagar Jilla Judicial Class III Union, represented by (1) Shri K. S. Shah, Treasurer, (2) Shri J. C. Vora Assistant Secretary;
17. Panchamahals District Judicial Non-Gazetted Class III Servants' Association represented by (1) Shri V. C. Shelat Member, (2) Shri J. C. Gandhi, Member and (3) Shri A. D. Purani, Member;

18. Banaskantha District Judicial Non-Gazetted Class III Servants' Association represented by (1) Shri T. P. Dave, President, (2) Shri T. C. Mehta, Member;
19. Kaira District Bailiffs' Association represented by (1) Shri S. M. Chasatia, President (2) Shri A. Y. Saiyed, Vice-President and (3) Shri G. A. Chavda, Secretary;
20. Mehsana District Bailiffs' Association, represented by (1) Shri D. C. Valand, President, (2) Shri N. B. Chaudhary, Treasurer;
21. Mehsana District Non-Gazetted Revenue Subordinates Class III Servants' Association represented by (1) Shri N. H. Jani, President and (2) Shri S. N. Trivedi, Member;
22. Kheda Jilla Revenue Subordinates' Association represented by (1) S. K. Vyas, President (2) Shri R. S. Panchal, Member of the Executive Committee and (3) Shri V. S. Gor, Member of the Executive Committee;
23. Sabarkantha District Revenue Subordinates' Class III Association represented by (1) Shri Pramod Shah, President, (2) Shri J. A. Pandya, Vice-President and (3) Shri D. S. Shah, Member;
24. Baroda District Non-Gazetted Revenue Staff Class III Association represented by Shri I. M. Patel, President;
25. Gujarat Land Records Class III Servants Association represented by (1) Shri Mahadev M. Desai, Secretary, (2) Shri R. S. Patel, Treasurer and (3) Shri C. K. Patel, Vice-President;
26. Non-Gazetted employees' Association, Forest Department represented by (1) Shri P. G. Joshipura, President, (2) Shri G. V. Shahdatpuri, Vice-President, (3) Shri R. K. Bakshi, Secretary;
27. Gujarat State Accounts Service (Non-Gazetted) Association represented by (1) Shri J. L. Shah, President, (2) Shri B. M. Dave, Vice-President and (3) Shri M. C. Kotadia, Secretary;
28. Government Drivers and Technical Staff Union (Gujarat) Baroda, represented by (1) Shri B. J. Amedkar, President, (2) Shri D. N. Bhatt, Vice-President and (3) Shri Mohmmmedbhai L. Malek, Secretary;
29. Gujarat Rajya Chotha Varga Karmachari Mahamandal represented by (1) Shri Janmohammed S. Shaikh, President, (2) Shri B. V. Rao, Vice-President, (3) Shri Mulshanker M. Joshi, Secretary;

SECTION II

List of Teachers' Associations with whom the Commission held discussions.

1. Gujarat Rajya Acharya Sangh represented by (1) Shri R. M. Dave, President, (2) Shri Tulsidas J. Patel, Vice-President and (3) Shri G. P. Oza, Honorary Secretary;
2. Gujarat Rajya Madhyamik Shikshak Sangh Mahamandal represented by (1) Shri D. M. Shah, President, (2) Shri K. M. Patel, Secretary and (3) Shri B. N. Patel, Secretary;
3. Akhil Saurashtra Madhyamik Shikshak Sangh represented by (1) Shri Babubhai Vaidya, President;
4. Gujarat Rajya Prathmik Shikshak Sangh represented by (1) Shri Bhailal C. Contractor, President and (2) Shri Ambalal, Secretary;

APPENDIX L

Copy of Government letter Finance Department No. PAY/1666/3930/CH, dated 28th December, 1966, addressed to the Secretary, Pay Commission.

With reference to your letter No. PAY/1666/O/25, dated the 19th November, 1966 on the subject mentioned above I am directed to state that it is not necessary for the Commission to enquire into the rights of the individuals transferred to Panchayat. However, I may add that the Government servants who are on deputation will be covered under the terms of reference of the Commission.

APPENDIX M

**Copy of Government Circular, Finance Department, No. PGR-1667/D/87/CH,
dated 23rd May, 1967.**

During the course of its enquiry, the Pay Commission has asked for information either in the form of a memorandum or through a questionnaire and supplementary questionnaire issued by it from the various departments of the Sachivalaya and the Heads of Departments under the several departments of the Sachivalaya in regard to factual data containing the information about staff, pay scales etc.,

2. A point has been raised whether the replies in respect of the information called for by the Pay Commission should be forwarded direct by the Head of the department concerned to the Pay Commission or that the same should be forwarded through the Secretariat department concerned. In this connection it has been decided that the Heads of Departments may send their replies direct to the Pay Commission making it clear that the views are not of the administrative department and copies thereof may be sent to the Secretariat department concerned which should correct mis-statements if any, but it need not express any views thereon.

3. Similarly in respect of any replies or views forwarded direct by the Secretariat department to the Pay Commission, it should be made clear that the views and remarks are of the department and not of the Government.

APPENDIX N

Copy of Government Letter, Finance Department No. PDS/1667/958/CH, dated the 23rd June, 1967, addressed to Pay Commission.

With reference to your letter No. PAY/1667/775, dated 20th March, 1966 on the subject noted above, I am directed to state that the question of enhancement of remuneration of Police Patels does not fall within the purview of the Pay-Commission.

APPENDIX O

Copy of Pay Commission's letter No. PAY/1167/1126, dated the 26th July, 1967, addressed to the Additional Chief Secretary, to the Government of Gujarat, Finance Department

May I invite reference to the Commission's letter No. PAY/1166/52, dated the 14th October, 1966 and the supplementary Questionnaire, Circulated to all the heads of Departments and the Departments of the Secretariat Under No. Pay/1166/323, dated 2nd January 1967? It was envisaged that the factual data called for under the former and the replies to the Supplementary questionnaire would be routed through the Departments of the Secretariat, so as to enable scrutiny and verification of the factual data at the secretariat level. More Particularly, the Commission had hoped that the comments of the administrative departments at the Secretariat on the replies to the Supplementary questionnaire, furnished by the Heads of Departments, would have provided valuable assistance, in examining the proposals made by them and in establishing internal and external relativities which would form a basis for the determination of the pay structure in the departments concerned. The replies to the Supplementary questionnaire were expected to be received along with the comment of the Secretariat Departments by 13th February 1967, latest. However, the Commission has received a copy of the Government Circular No. PGR/D87/CH, dated 23rd May 1967, advising that the Heads of Departments may furnish directly to the Commission, the information called for by it and advising the Secretariat Departments not to comment on the proposals made by them, except to correct actual inaccuracies. The Commission is unaware of the antecedents of this decision and feels that its own point of view could have been ascertained or Government's point of view explained to it before the decision in this regard had to be taken. The Commission would however like to let the matter rest where it stands at present, while reiterating its view that the comments of the administrative departments at the Secretariat on the proposals of the Heads of Departments even on a limited basis, would provide excellent assistance in appreciating in proper perspective problems of special significance to various departments to the extent they can have a hearing on the determination of pay structure. It is with this objective in view that the Commission now requests that the Government may be moved to issue directions to the Secretariat Departments to offer their comments/views on the following points which are of vital significance to the question of revision and rationalisation of pay scales:—

(i) Comments on the pay scales recommended by the Heads of Departments and Deputy Heads of Departments in respect of all class I and II Gazetted posts including their own posts, if they are non cadre posts;

(ii) Grouping of posts from the point of view of rationalisation of pay scales separate information in respect of each class of service. It may be classwise and/or scaleswise grouping, wherever feasible.

(iii) Comments on prospects of promotion at each level. This item may cover the extent to which promotions have taken place at such levels between 1960-66, and whether they have been adequate or otherwise. The comments should be in the context of the provision in the recruitment rules for each cadre or posts.

(iv) Views regarding ministerial posts of different Heads of Department under the direct control of the same Secretariat Department being brought on common cadre for the purpose of promotion ;

(v) Desirability of providing for selection grades for posts/Grades/Cadres carrying little or no prospects of promotion;

(vi) Comments on the proposals of the heads of Departments on the continuance or abolition of special pay attached to various posts in the department and the reasons advanced therefor, and particularly on proposals for enhancement of special pays, wherever suggested;

The Commission shall be grateful to have the replies of the Secretariat Departments by the end of August, 1967, at the latest.

APPENDIX P

Copy of Pay Commission's letter No. PAY/1167/1122, dated 26th July, 1967 addressed to the Additional Chief Secretary, Finance Department.

During the course of discussion with the officers of the Medical and Health Department on several issues connected with revision of pay scales it was brought to the notice of the Commission that pay scales of the posts on the Medical as well as Health side are supplemented by an allowance called Non-Private Practice Allowance, that is to say, the incumbents holding such posts are not allowed to resort to private professional practice but in lieu thereof suitable monthly allowance is paid to them. The grant of such an allowance would have apparently a bearing on the pay scales, in as much as the pay scales are likely to have been fixed, low or high depending upon whether or not such posts carry non-practicing allowance. The Commission is required to examine the structure of the Pay scales of various cadres and posts and suggest revision having regard to the responsibilities and duties attached to posts. While considering the question of revision of scales of pay of posts on the Health as well as Medical sections, the Non-Practicing Allowance attached to the posts may have to be kept in view to the extent it will have a direct bearing on the structure of the pay scale of such posts. The Commission therefore, requests that the matter may kindly be examined in the light of the position stated above and shall be grateful to know if an enquiry into the basis and the rates of the Non-Private practice allowance would fall within the purview of its terms of reference.

APPENDIX Q

Copy of D. O. Letter No. PGR/1667/46/212/CH, dated 28th July 1967, from Shri F. N. Rana, Additional Chief Secretary, Finance Department, addressed to all Secretaries

Please refer to this department's Circular No. PGR-1667/D/87/CH, dated the 23rd May, 1967. I understand from the Pay Commission that your department has not answered the questionnaire of the Pay Commission nor sent any question comments to it. It seems this has been done in view of the Circular quoted above. It is obvious that there has been some misunderstanding regarding this because Government's intention was not to ask the administrative departments to abstain from sending their own remarks. What was intended was that they need not send their remarks on the answers given by Heads of Departments or views expressed by them. As the Pay Commission has to complete its work expeditiously, I would now request that answers from your department should be sent to the Pay Commission at the earliest.

In this connection, paragraph 3 of the circular quoted above may please be borne in mind:

I enclose a copy of the letter received from the Secretary to the Pay Commission. Your reply may be general but it should specifically refer to the points raised in this letter.

APPENDIX R

**Copy of Government Letter, Finance Department No. PDS-1667/166/(D)/CH,
dated 25th August, 1967.**

I am directed to invite a reference to your letter No. PAY/1167/1122, dated the 26th July, 1967 on the subject mentioned above and to state that the Government desires that the Commission may look into the basis and the rates of Non-Practicing allowance, although the same are not covered under terms of its reference.

APPENDIX S

List of Pay Scales Recommended.

1. Rs. 2400- fixed.
2. Rs. 1800-100-2300.
3. Rs. 1800-100-2000.
4. Rs. 1400-60-1640-80-1800.
5. Rs. 1300-60-1600.
6. Rs. 1100-50-1200-60-1500.
7. Rs. 1050-50-1100-60-1400.
8. Rs. 850-50-1000-EB-55-1275.
9. Rs. 700-40-860-EB-50-1110-55-1275.
10. Rs. 500-30-620-EB-40-820-45-1000
EB-50-1250.
11. Rs. 500-30-650-EB-35-825-EB-45-1050
-50-1100.
12. Rs. 500-30-650-EB-35-825-EB-40-905
-45-950.
13. Rs. 450-25-550-EB-30-670-35-845-EB
-40-925.
14. Rs. 425-25-525-EB-30-675-35-850.
15. Rs. 425-25-550-EB-30-670-EB-35-775.
16. Rs. 350-20-450-EB-25-525-30-675-EB
-35-850.
17. Rs. 350-20-450-EB-25-550-EB-30 700
18. Rs. 350-20-450-EB-25-65
19. Rs. 350-20-450-EB-25-600.
20. Rs. 325-15-400-EB-20-500-EB-25-
21. Rs. 325-15-400-EB-20-500-25-525.
22. Rs. 250-12-310-EB-15-400-EB-20-500
-25-550.
23. Rs. 250-12-310-EB-15-400-EB-20-480
24. Rs. 250-12-310-EB-15-400-EB-20-460
25. Rs. 250-12-310-EB-15-400-20-420.
26. Rs. 250-12-310-EB-15-370
27. Rs. 225-10-275-EB-12-335-15-410-EB
-20-450.
28. Rs. 200-10-250-EB-15-400-EB-20-480.
29. Rs. 200-10-250-EB-12-310-EB-15-430.
30. Rs. 200-10-250-EB-12-310-EB-15-400.
31. Rs. 200-10-250-EB-12-310-15 340.
32. Rs. 200-10-250-EB-12 310.
33. Rs. 175-8-215-EB-10-255-12 315 EB
-15-345.
34. Rs. 175-8-215-EB-10 275.
35. Rs. 160-7-188-EB-9-215-10-265.
36. Rs. 160-5-190-EB-7-225.
37. Rs. 160-6-172-7-200.
38. Rs. 155-5-180-EB-6-210-EB-8-250
-10-260.
39. Rs. 150-5-175.
40. Rs. 145-7-180-EB-8-220-EB-10-300.
41. Rs. 135-5-155-EB-7-190-EB-8-230
-10-250.
42. Rs. 130-5-155-EB-7-190-EB-8-230
-10-240.
43. Rs. 125-4-145-EB-5-165-7-200.
s. 125-3-140-EB-4-160.
44. Rs. 120-3-135-EB-4-155-5-180-EB
-6-210.
45. Rs. 110-3-140.
46. Rs. 100-3-130.
47. Rs. 100-2-110.
48. Rs. 90-2-110.
49. Rs. 100-Consolidated.